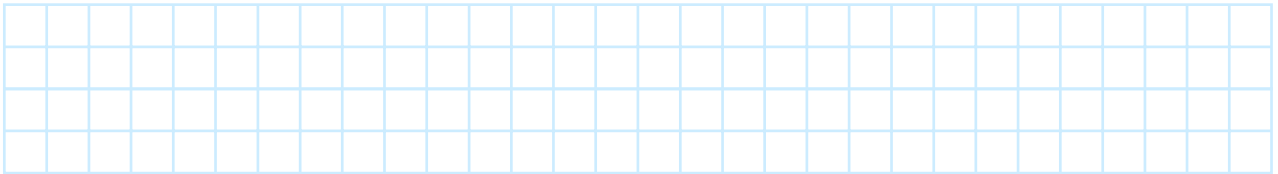


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# Just the Facts

## For 2004

**IOWA EXECUTIVE BRANCH WORKFORCE ALMANAC**



**State of Iowa  
November 2004**

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**Questions?: Contact Pete Peterson, Iowa Department of Administrative Services,  
Human Resource Enterprise (HRE) at (515) 281-4429**

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The information in “Just the Facts for 2004” is a snapshot of the workforce, collected, compiled, and presented in a format that will aid agencies and decision makers in strategic planning. In many cases, data cover a number of years and are presented to give the reader a sense of trends.

1

degree had annual earnings of \$51,194, while individuals with an advanced degree earned \$72,824 a year.

Since the first “Just the Facts” in FY 2000, Recruitment, Retention and Performance bonuses have all been drastically reduced. Performance bonuses, for example, have been reduced by over 17% from FY 2000 across all Executive Branch Departments.

Executive Branch employees earned 63,081 days of overtime in Fiscal Year 2004, valued at \$13,785,013. Of the 63,081 days of overtime worked, 85.4% of these days were worked in three departments, Human Services, Transportation, and Corrections. Since the first “Just the Facts” in FY 2000, overtime has been reduced by over 45% from FY 2000 across all Executive Branch Departments. In FY 2000, the average amount of overtime worked for employees in Human Services, Transportation, and Corrections, when aggregated, was 8.66 days per state employee. In FY 2004, the number of days per employee has dropped to 4.79 days.

### **Chapter 3: Equal Employment**

The State of Iowa is committed to equal opportunity in employment and ensuring that its employment practices are nondiscriminatory. The State workforce continues to represent Females, and Minorities in most EEO categories at rates greater than the relevant labor market. The State’s workforce overall, has not completely kept pace with the increasing diversity in Iowa, based on the 2000 labor force reported in the U.S. Census. Females represent 49.6% of the State’s workforce compared to 47.4% in the statewide labor force. Minorities make up 5.1% of the State’s workforce while their representation in the statewide labor force is now 6.0%. The representation of Persons with Disabilities in the State’s workforce is 7.0% and is less than the 11.8% in the statewide labor force rate. Over a third of both female and racial/ethnic minority employees are found in professional job classes.

In the future, the State will need to explore a more diverse range of sources for applicants and methods of retention in order to remain competitive in the recruitment marketplace. Eighty-five percent of the net growth of the nation’s labor force during the 1990s came from people of color, immigrants, and women. The U.S. Census Bureau projects that racial/ethnic minorities will make up 8.9% of Iowa’s population by 2025.

Persons with disabilities also represent a relatively untapped source of labor. Thirty-seven percent of persons with a disability ages 16 – 64 in the U.S. are unemployed. In Iowa, this would mean approximately 100,000 Iowans.

The aging of the baby boomers may also result in a new labor pool to be tapped. While there will be a greater number of workers retiring, and retiring earlier, this is likely to increase the number of people interested in part-time employment and second careers.

### **Chapter 4: Leave**

Employees earned 427,561 days of vacation with a value of \$71,494,815 and took 407,843 days of vacation valued at \$68,243,458. This is approximately 21.24\* of vacation days taken per full-time employee.

Employees used 163,827 days of regular sick leave, valued at \$26,643,335, during FY 2004. This is about 8.5\* days per full-time employee. This was less than half of the total 353,390 days of total sick leave earned, valued at \$56,843,442.

\* These figures are slightly inflated due to the fact that a small portion of these vacation and sick leave hours are attributed to permanent part-time employees not included in the average.

## **Chapter 5: Benefits**

Health care costs and utilization continue to rise nationwide, and employees continue to ask for more flexibility in the benefits they receive. Just over 36% of health contract holders in the Executive Branch were in Wellmark's Program 3 Plus health plan. The employee premium share of family coverage for this plan has risen approximately 80% since FY 1995. The employer premium share of family coverage for this plan has more than tripled during the same period.

## **Chapter 6: Employee Mobility**

Many factors affect employee mobility: growth or decline in the number of state jobs, the availability of funding, the dynamics of state programs, types of occupations, geographical location of jobs, the characteristics of state employees themselves, external labor market conditions, and the availability of other employment.

The Executive Branch new hire rate has decreased from 7.2% in FY 1997 to 5.5% in FY 2004. The Executive Branch turnover rate has decreased from 7.2% in FY 1997 to 4.8% in FY 2004. By comparison, according to data attained from the U.S. Department of Labor, turnover rates for the U.S., from September 2002 to August 2003 stand at 19.2%. In contrast to this number, state and local government turnover for the same period of time is 6.9%.

A five-year average shows that over 53% of employees who voluntarily left the Executive Branch were with the State for less than three years. This, along with the fact that by FY 2011, it has been estimated that over 33% of the current workforce will have reached retirement eligibility, makes it imperative that workforce planning be a part of the strategic planning process.

## **Chapter 7: Age & Years of Service**

The State's workforce continues to age. During the past five years the number of employees in the 55-59 age group increased 26%, while the number of employees in the 25-29 age group has decreased by 21%. At the end of FY 2004, the average age of the 19,198 full-time permanent employees working in the Executive Branch was 46.35 years old and the average time worked for the State was 13.93 years. These figures are generally comparable when broken down by gender and racial/ethnic minority status. Again, findings support the need for departments to strategically plan for the future, almost 59% of the workforce generally, and almost 75% of supervisors, are over 45 years of age.

## **Chapter 8: Collective Bargaining**

The majority (65.7%) of the 19,198 full-time permanent Executive Branch employees are in positions covered by the American Federation of State, County, and Municipal Employees (AFSCME), Iowa Council 61. Employees covered by the AFSCME collective bargaining agreement earn an average annual salary of \$40,734 (up a total of 37.4% from FY 1997). Employees covered by the State Police Officers Council (SPOC) collective bargaining agreement earn an average annual salary of \$49,698 (up a total of 34.7% from FY 1997). Employees covered by the United Electrical Local 893/Iowa United Professional (UE/IUP)

collective bargaining agreement earn an average annual salary of \$42,263 (up a total of 28.4% from FY 1997).

Employees covered by the AFSCME collective bargaining agreement are, on average, 46.46 years old and have been employed in the Executive Branch for 13.43 years. Employees covered by the SPOC collective bargaining agreement are, on average, 38.81 years old and have been employed in the Executive Branch for 13.72 years. Employees covered by the UE/IUP collective bargaining agreement are, on average, 44.70 years old and have been employed in the Executive Branch for 13.12 years.

## **Conclusion**

The Department of Administrative Services, HRE has published “Just the Facts 2004,” an almanac on the Executive Branch workforce, for two primary reasons. First, to assist state decision makers in preparing for the future. Thorough strategic planning is requisite to state government’s future ability to provide quality products and services. Second, the Almanac is intended to function as an historical source of workforce data that can be used for comparative purposes as the workforce continues to change.

The information in this Almanac represents a static snapshot of our greatest resource – our employees. However, the workforce is not a static asset. Continuous workforce planning and management of our human capital are essential to future success.



[illegible]

- At the end of Fiscal Year 2004, there were 19,198 full-time employees, 317 part-time employees, and 1,031 temporary employees working in the Executive Branch.
- With a net increase of 221 full-time employees from last year's headcount of 18,977, the number of full-time employees represents only a 3.0% increase from Fiscal Year 1997.
- Fifty-eight percent of all Executive Branch employees work for one of three departments: Human Services (27%), Transportation (16%), and Corrections (15%).
- Thirty-four percent of all full-time Executive Branch employees are assigned to EEO-4 Category 2 (Professionals)\*.
- Just over one-third of all Executive Branch employees worked in Polk County at the end of Fiscal Year 2004.

Just the Facts 2004    November 2004    Iowa Department of Administrative Services, HRE

## Executive Branch Full-Time Employees

DEPARTMENT	FY 97	FY 98	FY 99	FY 00	FY 01	FY 02	FY 03	FY 04
ADMINISTRATIVE SERVICES	*	*	*	*	*	*	*	366
AGRICULTURE	428	425	424	440	432	381	385	381
AUDITOR	122	120	125	128	117	101	103	100
BLIND	92	91	90	99	100	95	100	102
CIVIL RIGHTS	29	28	35	32	36	35	28	27
COLLEGE AID	37	32	35	35	35	36	37	36
COMMERCE	322	315	319	316	314	293	287	308
CORRECTIONS	2,323	2,605	2,815	3,069	3,074	2,863	2,977	2,939
CULTURAL AFFAIRS	74	83	88	85	83	70	63	65
ECONOMIC DEVELOPMENT	134	137	143	185	190	201	207	216
EDUCATION	588	590	600	591	613	612	599	609
ELDER AFFAIRS	28	25	27	26	31	29	29	24
ETHICS/CAMPAIGN DISCLOSURE	8	8	8	8	8	5	6	6
GENERAL SERVICES	311	202	212	212	206	174	162	**
GOVERNOR'S OFFICE	42	36	41	47	47	44	39	40
HUMAN RIGHTS	44	43	47	48	52	51	51	54
HUMAN SERVICES	5,176	5,172	5,320	5,428	5,477	5,136	5,038	5,146
INFORMATION TECHNOLOGY	*	137	137	144	136	113	116	**
INSPECTIONS AND APPEALS	424	437	449	468	481	456	459	474
IOWA COMMUNICATIONS NTRK	44	70	88	93	99	97	95	96
IOWA PUBLIC TELEVISION	124	129	139	135	129	123	112	116
JUSTICE	194	197	204	208	218	210	202	207
LAW ENFORCEMENT ACADEMY	27	26	31	29	31	30	27	27
MANAGEMENT	32	31	27	31	30	27	27	28
NATURAL RESOURCES	791	797	803	836	864	853	880	898
PAROLE	9	11	10	12	12	11	10	11
PERSONNEL	133	144	144	159	159	148	151	**
IPERS	***	***	***	***	***	***	***	86
PUBLIC DEFENSE	222	223	265	276	294	306	327	366
PUBLIC EMPLOYMENT RELATIONS	12	12	12	12	12	9	10	10
PUBLIC HEALTH	278	309	329	346	373	372	397	388
PUBLIC SAFETY	886	891	916	943	946	898	861	838
REVENUE ***	592	572	567	566	560	491	473	359
LOTTERY	***	***	***	***	***	***	***	108
SECRETARY OF STATE	36	40	38	40	41	30	34	35
TRANSPORTATION	3,444	3,426	3,562	3,569	3,533	3,139	3,163	3,156
TREASURER	23	20	20	21	21	24	21	24
VETERAN'S AFFAIRS	719	710	697	762	754	733	736	769
WORKFORCE DEVELOPMENT	892	864	850	847	851	757	765	783
GRAND TOTALS	18,640	18,958	19,617	20,246	20,359	18,953	18,977	19,198

\* Department not in existence at the time.

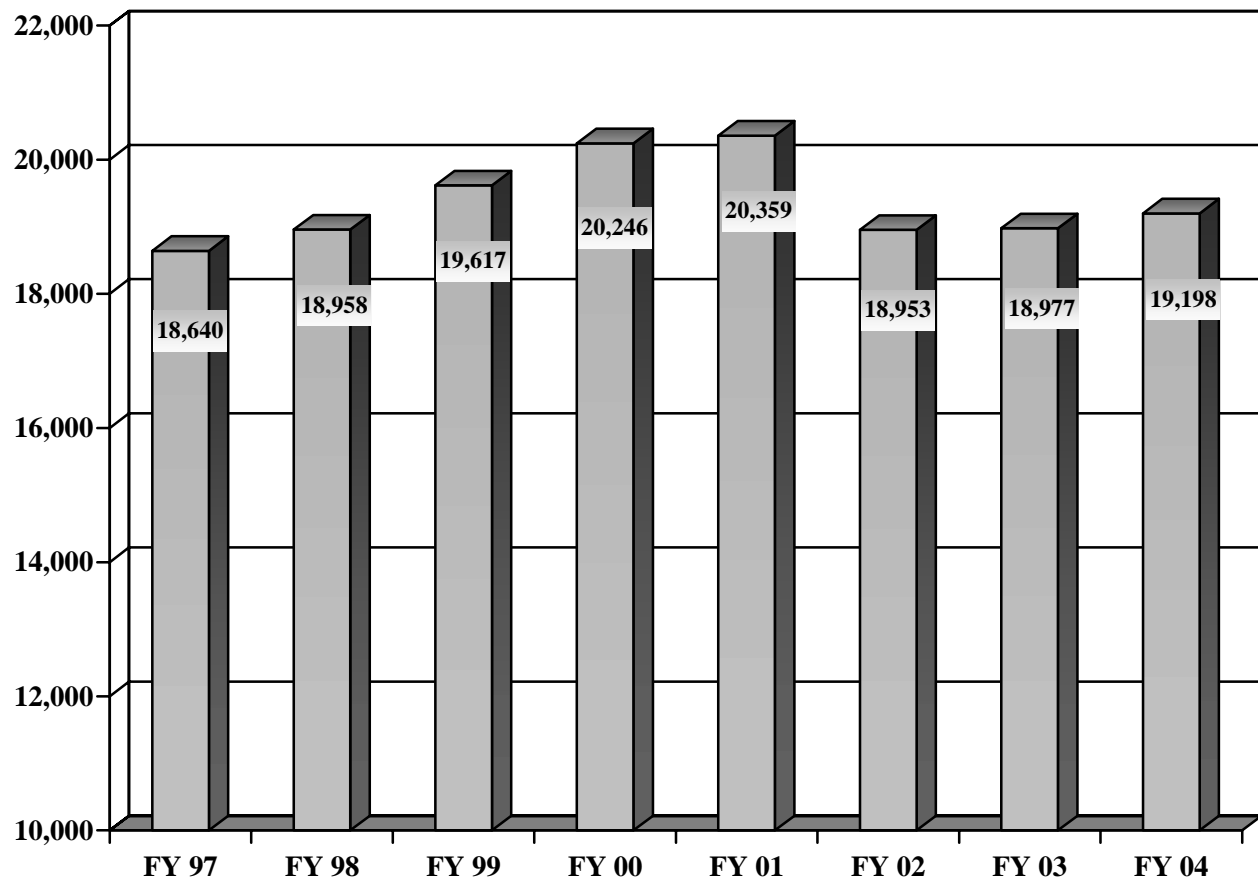
\*\* Former individual departments, which now make up the Department of Administrative Services.

\*\*\* Formerly part of other department and now are their own department (IPERS, Revenue & Lottery).

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, Human Resource Enterprise (HRE) - AS/400 Query: PPeterson.

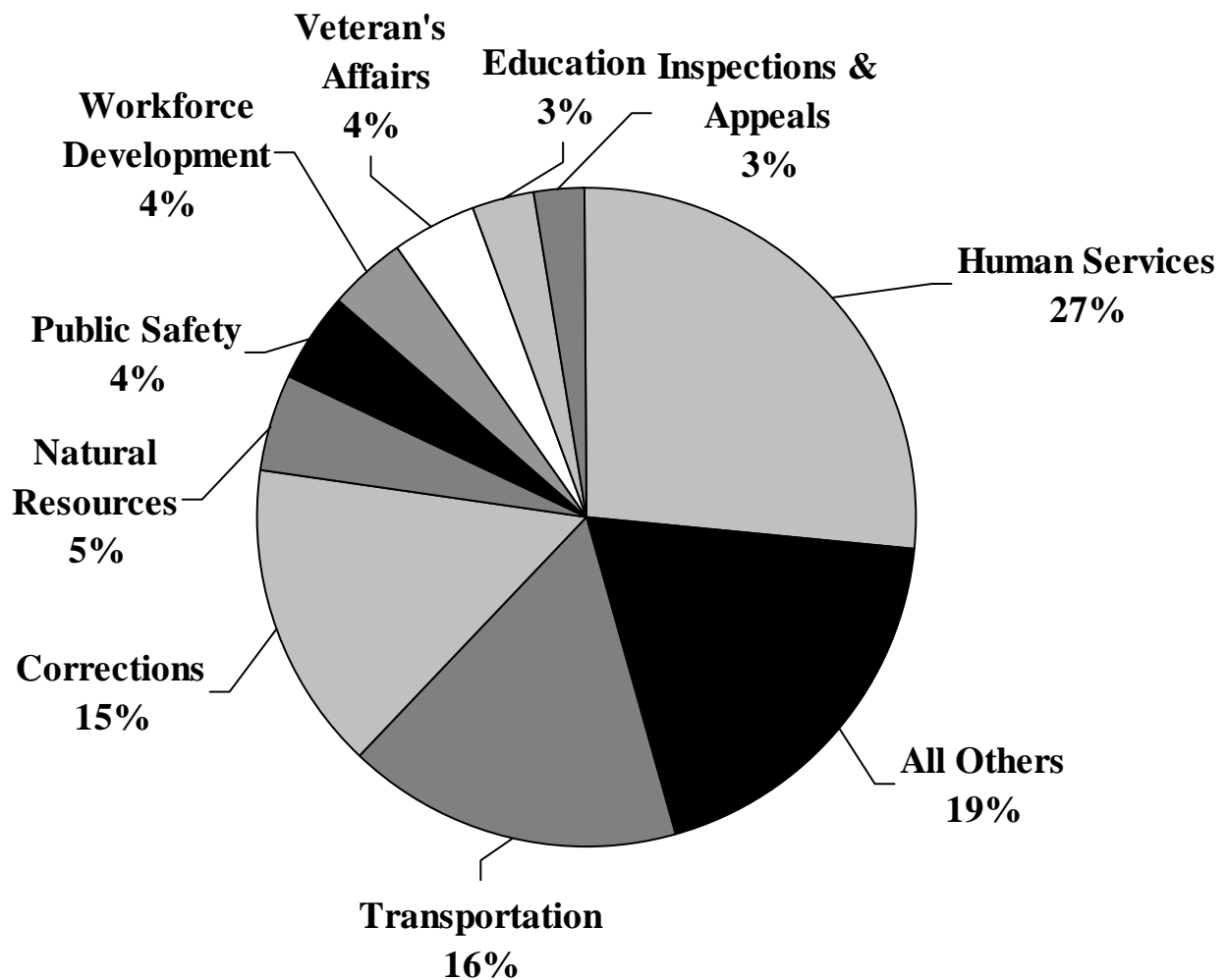
## Executive Branch Full-Time Employees by Fiscal Year



*-Does not include Fair Authority, Community-Based Corrections, or Regents employees.*

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Executive Branch Full-Time Employee Percentages by Department, Fiscal Year 2004



*-Does not include Fair Authority, Community-Based Corrections, or Regents employees.*

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Executive Branch Full-Time Employees by Work County

COUNTY	FY97	FY98	FY99	FY00	FY01	FY02	FY03	FY04
	14	14	10	13	15	9	7	98
ADAIR	11	13	12	28	28	33	29	30
ADAMS	7	9	10	11	10	9	9	9
ALLAMAKEE	30	29	32	34	37	32	27	35
APPANOOSE	49	47	45	46	45	39	39	41
AUDUBON	8	9	8	8	7	3	3	3
BENTON	39	37	37	37	32	37	39	41
BLACK HAWK	391	392	396	393	434	407	381	377
BOONE	664	664	691	701	702	687	699	692
BREMER	25	25	28	27	27	29	28	27
BUCHANAN	376	366	389	397	393	366	334	321
BUENA VISTA	54	54	54	55	55	51	52	48
BUTLER	28	28	27	28	28	24	27	28
CALHOUN	117	120	126	133	132	118	116	116
CARROLL	90	92	93	91	90	84	99	69
CASS	117	116	112	108	106	100	99	98
CEDAR	30	28	28	26	30	21	22	21
CERRO GORDO	214	210	207	218	226	209	214	223
CHEROKEE	287	280	278	285	286	273	275	305
CHICKASAW	42	38	38	42	43	34	35	35
CLARKE	64	92	124	126	107	95	95	52
CLAY	77	73	71	70	70	78	86	94
CLAYTON	37	38	35	37	31	30	25	25
CLINTON	90	84	79	82	86	81	78	83
CRAWFORD	67	65	63	62	59	45	43	46
DALLAS	47	47	48	47	48	50	51	51
DAVIS	20	17	17	17	18	18	15	15
DECATUR	28	28	29	27	29	26	29	30
DELAWARE	79	80	81	81	84	74	78	76
DES MOINES CTY	107	109	109	102	107	97	101	99
DICKINSON	34	32	34	33	40	43	44	45
DUBUQUE	165	162	164	162	165	166	168	171
EMMET	21	23	22	22	23	20	20	17
FAYETTE	60	58	56	55	55	57	58	66
FLOYD	32	31	35	34	35	29	36	38
FRANKLIN	24	26	23	24	24	22	17	18
FREMONT	18	23	22	23	24	18	18	18
GREENE	33	32	31	30	28	27	23	22
GRUNDY	8	8	9	11	12	11	10	12
GUTHRIE	40	40	42	29	30	23	18	18
HAMILTON	46	45	45	39	43	32	30	32
HANCOCK	29	29	25	27	25	22	23	23
HARDIN	218	220	223	243	241	233	216	215
HARRISON	37	37	37	38	34	30	32	32
HENRY	418	437	484	518	518	487	478	482
HOWARD	10	11	11	11	10	2	1	1
HUMBOLDT	14	14	14	13	12	7	5	5
IDA	10	11	11	12	10	8	9	8
IOWA	31	31	33	30	29	27	24	24
JACKSON	48	48	48	48	50	49	45	45

NOTE: County #0 indicates employees work assignment outside Iowa.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Executive Branch Full-Time Employees by Work County (cont.)

COUNTY NAME	FY97	FY98	FY99	FY00	FY01	FY02	FY03	FY04
JASPER	376	414	422	435	427	391	408	389
JEFFERSON	72	76	72	77	78	76	82	81
JOHNSON	495	508	523	523	524	490	497	494
JONES	406	419	446	445	437	410	418	415
KEOKUK	21	20	17	18	19	20	19	18
KOSSUTH	28	28	29	29	30	29	29	30
LEE	552	559	554	570	587	557	640	639
LINN	491	499	489	493	494	423	426	398
LOUISA	18	19	15	18	20	16	10	11
LUCAS	59	59	56	58	64	52	53	55
LYON	18	15	17	18	18	16	14	15
MADISON	14	14	13	14	13	8	8	8
MAHASKA	42	43	39	36	39	35	37	37
MARION	40	39	41	40	38	39	40	40
MARSHALL	808	800	786	850	837	812	823	857
MILLS	815	839	859	875	857	850	855	865
MITCHELL	11	10	10	8	8	8	9	9
MONONA	29	28	28	27	28	26	20	20
MONROE	18	20	20	20	20	14	15	11
MONTGOMERY	43	40	41	40	41	36	25	25
MUSCATINE	63	63	72	75	72	70	79	84
O'BRIEN	30	28	30	28	27	25	26	26
OSCEOLA	10	11	12	12	9	3	3	3
PAGE	406	422	439	442	444	408	405	402
PALO ALTO	16	16	17	17	19	13	13	13
PLYMOUTH	30	31	32	31	33	31	36	37
POCAHONTAS	15	16	16	16	16	14	11	11
POLK	6,178	6,217	6,445	6,724	6,833	6,338	6,285	6,393
POTTAWATTAMIE	291	285	291	282	295	284	293	309
POWESHIEK	42	39	37	34	31	29	28	29
RINGGOLD	17	16	18	17	17	16	12	14
SAC	26	24	24	24	23	23	20	20
SCOTT	322	306	312	312	326	313	311	319
SHELBY	20	19	20	21	22	13	8	8
SIOUX	24	22	23	25	25	25	24	25
STORY	1,197	1,223	1,308	1,300	1,256	1,126	1,126	1,130
TAMA	136	142	158	163	155	148	135	136
TAYLOR	15	15	15	16	15	15	10	10
UNION	67	66	71	67	65	59	66	64
VAN BUREN	16	19	20	18	16	11	10	9
WAPELLO	146	139	143	147	157	143	145	144
WARREN	42	42	44	42	43	37	36	34
WASHINGTON	53	52	56	55	56	53	55	57
WAYNE	12	12	8	9	9	7	4	5
WEBSTER	141	299	393	525	525	496	504	512
WINNEBAGO	18	20	21	18	18	12	14	13
WINNESHIEK	59	58	61	63	61	59	58	60
WOODBURY	355	355	375	401	403	370	389	402
WORTH	15	13	15	14	15	13	12	13
WRIGHT	17	17	18	20	21	19	21	19
TOTALS	18,640	18,958	19,617	20,246	20,359	18,953	18,977	19,198

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Executive Branch Full-Time Employees by Work County, Fiscal Year 2004



-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

# Executive Branch Full-Time Employees by EEO-4 Category, Fiscal Year 2004

DEPARTMENT	EEO-4 Category 1 Official / Administrator	EEO-4 Category 2 Professional	EEO-4 Category 3 Technician	EEO-4 Category 4 Protective Service	EEO-4 Category 5 Paraprofessional	EEO-4 Category 6 Admin Support	EEO-4 Category 7 Skilled Craft	EEO-4 Category 8 Service Maintenance
ADMINISTRATIVE SERVICES	44	170	22	0	6	32	26	66
AGRICULTURE	31	89	133	0	9	119	0	0
AUDITOR	9	85	1	0	0	4	0	0
BLIND	6	50	5	0	12	19	10	0
CIVIL RIGHTS	5	17	0	0	1	4	0	0
COLLEGE AID	7	8	2	0	12	7	0	0
COMMERCE	57	171	11	0	18	36	1	14
CORRECTIONS	87	482	37	1,769	34	179	194	157
CULTURAL AFFAIRS	7	37	5	0	5	8	0	3
ECONOMIC DEVELOPMENT	43	117	6	0	23	21	0	6
EDUCATION	32	339	92	0	15	123	5	3
ELDER AFFAIRS	8	8	3	0	2	3	0	0
ETHICS/CAMPAIGN DISCLOSURE	1	3	0	0	0	2	0	0
GENERAL SERVICES	*	*	*	*	*	*	*	*
GOVERNOR'S OFFICE	15	4	2	0	12	2	0	3
HUMAN RIGHTS	10	34	2	0	3	5	0	0
HUMAN SERVICES	139	1,770	870	216	1,217	623	119	192
INFORMATION TECHNOLOGY	*	*	*	*	*	*	*	*
INSPECTIONS AND APPEALS	31	343	4	0	15	81	0	0
IOWA COMMUNICATIONS NTKW	26	49	11	0	5	5	0	0
IOWA PUBLIC TELEVISION	16	49	35	0	6	10	0	0
JUSTICE	15	155	0	0	9	27	0	0
LAW ENFORCEMENT ACADEMY	2	15	0	1	0	7	2	0
MANAGEMENT	8	17	0	0	1	2	0	0
NATURAL RESOURCES	81	448	11	112	28	45	3	170
PAROLE	4	4	0	0	1	2	0	0
PERSONNEL	*	*	*	*	*	*	*	*
IPERS**	13	52	10	0	4	7	0	0
PUBLIC DEFENSE	34	80	16	120	16	13	51	36
PUBLIC EMPLOYMENT RELATIONS	3	4	0	0	0	3	0	0
PUBLIC HEALTH	65	217	8	0	38	60	0	0
PUBLIC SAFETY	22	93	27	559	17	120	0	0
REVENUE**	41	223	4	0	3	88	0	0
LOTTERY**	11	68	9	0	0	18	0	2
SECRETARY OF STATE	9	6	1	0	6	12	0	0
TRANSPORTATION	141	613	647	120	28	341	1,226	40
TREASURER	6	11	1	0	2	3	0	0
VETERAN'S AFFAIRS	20	178	93	5	274	67	25	107
WORKFORCE DEVELOPMENT	47	556	75	0	15	87	0	3
GRAND TOTALS	1,096	6,565	2,143	2,902	1,837	2,185	1,662	802

\* Former individual departments, which now make up the Department of Administrative Services.

\*\* Formerly part of other department and now are their own department (IPERS, Revenue & Lottery).

**NOTE:** EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

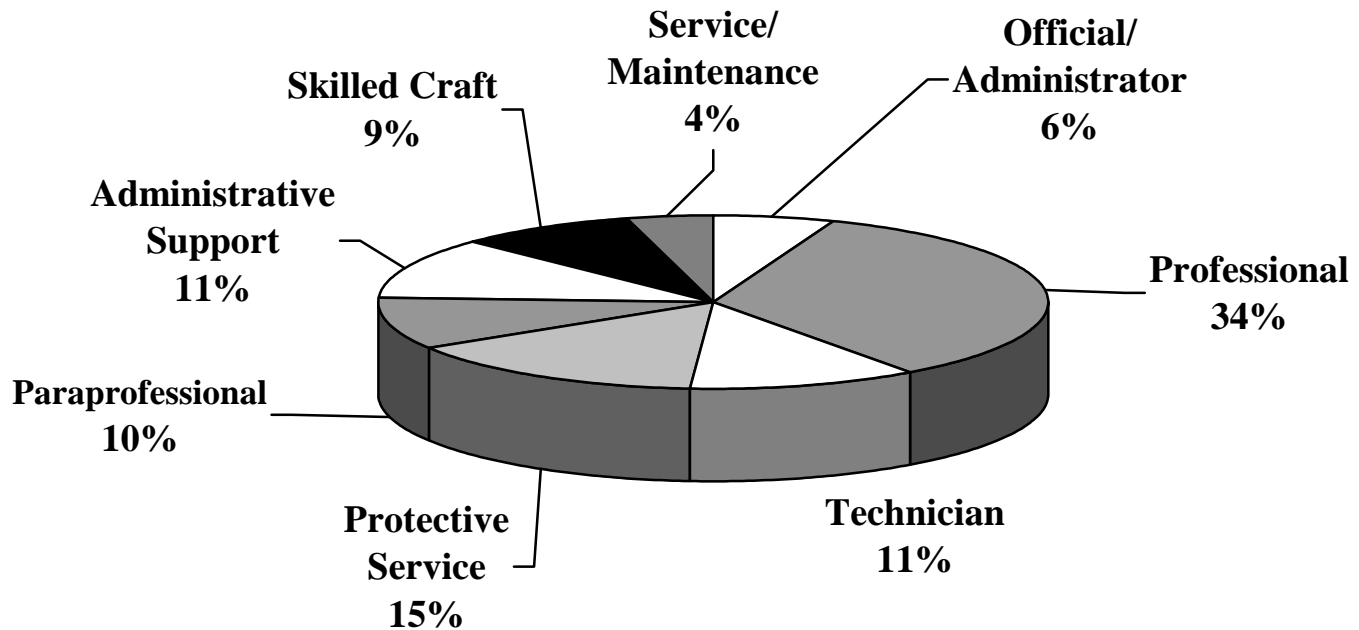
**NOTE:** By definition, elected officials are not included in EEO-4 Category groupings.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.



## Executive Branch Full-Time Employee Percentages by EEO-4 Category, Fiscal Year 2004



**NOTE:** Percentages are rounded.

**NOTE:** EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

**NOTE:** By definition, elected officials are not included in EEO-4 Category groupings.

*-Does not include Fair Authority, Community-Based Corrections, or Regents employees.*

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Executive Branch Part-Time Employees by Department

DEPARTMENT	FY97	FY98	FY99	FY00	FY01	FY02	FY03	FY04
ADMINISTRATIVE SERVICES	*	*	*	*	*	*	*	2
AGRICULTURE	1	0	0	6	0	0	1	2
AUDITOR	2	2	1	1	1	1	1	1
BLIND	0	0	1	1	0	0	0	1
CIVIL RIGHTS	0	0	1	1	1	1	1	1
COLLEGE AID	0	0	0	0	0	0	0	0
COMMERCE	9	8	9	9	6	6	6	6
CORRECTIONS	6	6	8	8	11	11	12	15
CULTURAL AFFAIRS	0	2	1	3	3	3	3	4
ECONOMIC DEVELOPMENT	2	2	2	1	1	1	1	1
EDUCATION	5	0	0	0	4	4	13	35
ELDER AFFAIRS	0	0	0	0	0	1	1	1
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	1	0	0
GENERAL SERVICES	5	4	4	4	3	2	1	**
GOVERNOR'S OFFICE	0	0	0	0	0	0	0	0
HUMAN RIGHTS	1	0	0	0	0	0	0	1
HUMAN SERVICES	61	58	55	56	55	40	43	48
INFORMATION TECHNOLOGY	*	0	0	0	0	0	0	**
INSPECTIONS AND APPEALS	21	22	21	21	20	20	31	31
IOWA COMMUNICATIONS NTWK	0	1	1	0	0	0	0	0
IOWA PUBLIC TELEVISION	0	0	0	0	2	1	0	2
JUSTICE	1	2	2	0	5	4	4	4
LAW ENFORCEMENT ACADEMY	0	0	0	0	0	0	0	0
MANAGEMENT	1	0	0	0	0	0	0	0
NATURAL RESOURCES	24	22	21	22	4	3	4	5
PAROLE	6	6	5	5	4	4	4	3
PERSONNEL	2	1	1	1	1	2	2	**
IPERS	***	***	***	***	***	***	***	2
PUBLIC DEFENSE	1	1	2	2	3	1	0	0
PUBLIC EMPLOYMENT RELATIONS	1	1	0	0	0	0	0	0
PUBLIC HEALTH	0	0	0	0	0	0	0	2
PUBLIC SAFETY	2	2	2	2	3	3	1	1
REVENUE***	1	4	2	2	4	3	3	1
LOTTERY	***	***	***	***	***	***	***	2
SECRETARY OF STATE	0	0	2	2	1	0	0	0
TRANSPORTATION	54	47	46	41	39	26	21	22
TREASURER	1	1	1	1	1	1	1	1
VETERAN'S AFFAIRS	55	56	62	109	109	112	111	115
WORKFORCE DEVELOPMENT	15	13	10	8	7	7	8	8
GRAND TOTALS	277	261	260	306	288	258	273	317

\* Department not in existence at the time.

\*\* Former individual departments, which now make up the Department of Administrative Services.

\*\*\* Formerly part of other department and now are their own department (IPERS, Revenue & Lottery).

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Executive Branch Temporary Employees by Department

DEPARTMENT	FY97	FY98	FY99	FY00	FY01	FY02	FY03	FY04
ADMINISTRATIVE SERVICES	*	*	*	*	*	*	*	4
AGRICULTURE	28	30	25	34	16	16	46	74
AUDITOR	0	0	0	0	3	0	0	0
BLIND	0	0	1	3	3	4	5	9
CIVIL RIGHTS	0	0	0	0	0	0	0	0
COLLEGE AID	0	0	0	0	0	0	0	0
COMMERCE	4	0	4	6	2	3	3	2
CORRECTIONS	4	6	28	30	36	25	46	53
CULTURAL AFFAIRS	4	6	9	8	13	5	10	18
ECONOMIC DEVELOPMENT	18	13	14	14	13	7	9	10
EDUCATION	7	7	9	6	7	5	7	12
ELDER AFFAIRS	0	0	0	0	0	0	0	1
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	0	0	0
GENERAL SERVICES	1	1	2	0	0	1	0	**
GOVERNOR'S OFFICE	0	2	0	4	2	3	1	0
HUMAN RIGHTS	2	0	1	0	3	3	1	0
HUMAN SERVICES	49	65	109	88	76	61	82	102
INFORMATION TECHNOLOGY	*	0	2	3	0	2	1	**
INSPECTIONS AND APPEALS	27	22	29	29	27	33	43	27
IOWA COMMUNICATIONS NTKW	0	0	2	1	0	3	0	0
IOWA PUBLIC TELEVISION	0	4	48	36	32	28	26	35
JUSTICE	4	6	10	6	6	3	4	4
LAW ENFORCEMENT ACADEMY	2	3	3	5	4	4	4	4
MANAGEMENT	1	1	2	4	2	1	0	0
NATURAL RESOURCES	431	441	489	444	511	336	364	313
PAROLE	0	0	2	4	2	4	3	3
PERSONNEL	1	1	7	8	0	3	4	**
IPERS	***	***	***	***	***	***	***	0
PUBLIC DEFENSE	14	52	53	33	44	45	19	29
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	0	0	0	0
PUBLIC HEALTH	3	6	13	33	46	41	46	33
PUBLIC SAFETY	34	34	44	54	46	3	5	23
REVENUE***	184	170	140	119	94	70	73	51
LOTTERY	***	***	***	***	***	***	***	5
SECRETARY OF STATE	7	2	2	4	6	1	2	1
TRANSPORTATION	555	568	581	537	188	134	149	89
TREASURER	4	3	5	2	2	3	2	2
VETERAN'S AFFAIRS	31	29	33	54	52	65	83	83
WORKFORCE DEVELOPMENT	20	26	23	24	61	96	74	44
GRAND TOTALS	1,435	1,498	1,690	1,593	1,297	1,008	1,112	1,031

\* Department not in existence at the time.

\*\* Former individual departments, which now make up the Department of Administrative Services.

\*\*\* Formerly part of other department and now are their own department (IPERS, Revenue & Lottery).

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

[illegible]

In Fiscal Year 2004, Executive Branch full-time employees, on average, earned \$45,482 annually in base salary.

Since the first “Just the Facts” in FY 2000, Recruitment, Retention and Performance bonuses have all been drastically reduced. Performance bonuses, for example, have been reduced by a little more than 47% from FY 2000 across all Executive Branch Departments.

Of the 63,081 days of overtime worked, 85.4% of these days were worked in three departments, Human Services, Transportation, and Corrections.

Since the first “Just the Facts” in FY 2000, overtime has been reduced by over 52% across all Executive Branch Departments. In FY 2000, the average amount of overtime worked for employees in Human Services, Transportation, and Corrections, when aggregated, was 8.66 days per state employee. In FY 2004, the number of days per employee has dropped to 4.79 days.

# Executive Branch Bonus Pay Expenditures by Department, Fiscal Year 2004

DEPARTMENT	Reassignment		Recruitment		Retention		Performance	
	Count	Cost	Count	Cost	Count	Cost	Count	Cost
ADMINISTRATIVE SERVICES	1	\$3,308.80	0	\$0.00	1	\$3,016.40	10	\$10,145.64
AGRICULTURE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
AUDITOR	0	\$0.00	0	\$0.00	1	\$3,000.00	0	\$0.00
BLIND	0	\$0.00	0	\$0.00	0	\$0.00	1	\$7,000.00
CIVIL RIGHTS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
COLLEGE AID	0	\$0.00	1	\$1,000.00	1	\$3,500.00	1	\$12,000.00
COMMERCE	0	\$0.00	0	\$0.00	3	\$6,800.00	0	\$0.00
CORRECTIONS	0	\$0.00	2	\$15,735.96	1	\$29,949.56	8	\$39,757.60
CULTURAL AFFAIRS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
ECONOMIC DEVELOPMENT	0	\$0.00	1	\$48,653.74	1	\$6,346.14	3	\$17,577.50
EDUCATION	0	\$0.00	0	\$0.00	3	\$43,993.60	1	\$10,000.00
ELDER AFFAIRS	0	\$0.00	0	\$0.00	2	\$7,500.00	0	\$0.00
ETHICS/CAMPAIGN DISCLOSURE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
GENERAL SERVICES	*	*	*	*	*	*	*	*
GOVERNOR'S OFFICE	0	\$0.00	0	\$0.00	1	\$39,000.00	0	\$0.00
HUMAN RIGHTS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
HUMAN SERVICES	0	\$0.00	3	\$10,869.60	2	\$10,287.20	0	\$0.00
INFORMATION TECHNOLOGY	*	*	*	*	*	*	*	*
INSPECTIONS AND APPEALS	0	\$0.00	2	\$7,690.40	0	\$0.00	3	\$2,400.00
IOWA COMMUNICATIONS NTKW	0	\$0.00	0	\$0.00	3	\$22,098.04	0	\$0.00
IOWA PUBLIC TELEVISION	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
JUSTICE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
LAW ENFORCEMENT ACADEMY	0	\$0.00	0	\$0.00	0	\$0.00	1	\$1,800.00
MANAGEMENT	0	\$0.00	0	\$0.00	0	\$0.00	1	\$3,000.00
NATURAL RESOURCES	2	\$4,335.20	1	\$1,200.00	1	\$2,600.00	2	\$6,083.00
PAROLE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
PERSONNEL	*	*	*	*	*	*	*	*
IPERS**	0	\$0.00	0	\$0.00	0	\$0.00	1	\$1,000.00
PUBLIC DEFENSE	0	\$0.00	0	\$0.00	2	\$18,595.00	94	\$149,395.72
PUBLIC EMPLOYMENT RELATIONS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
PUBLIC HEALTH	0	\$0.00	1	\$6,200.00	0	\$0.00	0	\$0.00
PUBLIC SAFETY	0	\$0.00	0	\$0.00	0	\$0.00	1	\$8,000.00
REVENUE**	0	\$0.00	1	\$441.60	2	\$1,243.20	0	\$0.00
LOTTERY**	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
SECRETARY OF STATE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
TRANSPORTATION	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
TREASURER	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
VETERANS AFFAIRS	0	\$0.00	0	\$0.00	7	\$91,522.48	3	\$1,229.60
WORKFORCE DEVELOPMENT	0	\$0.00	0	\$0.00	2	\$8,374.96	4	\$15,876.80
GRAND TOTALS	3	\$7,644.00	12	\$91,791.30	33	\$297,826.58	134	\$285,265.86

\* Former individual departments, which now make up the Department of Administrative Services.

\*\* Formerly part of other department and now are their own department (IPERS, Revenue & Lottery).

**NOTE:** Employees receiving bonuses counted only one time in each category but may have received more than one payment.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: TMohning.

## Executive Branch Full-Time Average Base Salary by Department

Department	FY 97	FY 98	FY 99	FY 00	FY 01	FY 02	FY 03	FY 04
ADMINISTRATIVE SERVICES	*	*	*	*	*	*	*	\$53,023
AGRICULTURE	\$31,333	\$32,823	\$34,102	\$34,815	\$36,720	\$38,572	\$40,716	\$42,939
AUDITOR	\$38,548	\$39,210	\$40,254	\$40,999	\$45,819	\$49,830	\$51,673	\$54,007
BLIND	\$32,779	\$34,178	\$35,919	\$36,474	\$37,363	\$39,527	\$41,684	\$43,837
CIVIL RIGHTS	\$37,106	\$38,495	\$38,615	\$40,515	\$42,129	\$44,148	\$47,370	\$49,470
COLLEGE AID	\$32,854	\$34,387	\$34,458	\$35,527	\$36,947	\$39,899	\$42,351	\$44,545
COMMERCE	\$43,968	\$47,387	\$48,189	\$49,800	\$52,011	\$56,153	\$59,580	\$59,858
CORRECTIONS	\$32,203	\$33,007	\$34,149	\$35,001	\$36,950	\$38,942	\$40,924	\$43,303
CULTURAL AFFAIRS	\$36,259	\$35,913	\$37,008	\$37,866	\$39,833	\$42,400	\$45,486	\$46,868
ECONOMIC DEVELOPMENT	\$43,489	\$44,208	\$45,504	\$45,211	\$47,442	\$48,704	\$50,814	\$54,050
EDUCATION	\$36,178	\$37,342	\$38,906	\$40,417	\$41,992	\$44,317	\$47,738	\$50,424
ELDER AFFAIRS	\$37,650	\$39,502	\$39,691	\$41,301	\$43,579	\$47,779	\$48,882	\$51,894
ETHICS/CAMPAIGN DISCLOSURE	\$38,637	\$39,515	\$40,550	\$42,522	\$44,803	\$43,697	\$46,011	\$48,105
GENERAL SERVICES	\$33,806	\$29,915	\$31,353	\$32,663	\$34,941	\$36,665	\$36,705	**
GOVERNOR'S OFFICE	\$44,234	\$46,955	\$46,474	\$47,247	\$50,237	\$50,623	\$52,486	\$53,482
HUMAN RIGHTS	\$37,717	\$38,726	\$39,724	\$41,599	\$44,003	\$45,990	\$48,389	\$49,457
HUMAN SERVICES	\$30,939	\$31,922	\$32,914	\$33,937	\$35,688	\$36,953	\$38,826	\$40,309
INFORMATION TECHNOLOGY	*	\$42,644	\$44,848	\$47,566	\$58,099	\$62,378	\$66,257	**
INSPECTIONS AND APPEALS	\$41,142	\$43,232	\$44,807	\$46,045	\$48,262	\$50,389	\$53,133	\$55,713
IA COMMUNICATIONS NETWORK	\$41,385	\$42,718	\$44,153	\$45,325	\$49,800	\$51,772	\$55,501	\$59,516
IOWA PUBLIC TELEVISION	\$37,503	\$38,506	\$38,964	\$41,288	\$43,559	\$44,838	\$49,079	\$51,143
JUSTICE	\$53,170	\$56,159	\$57,580	\$59,221	\$61,897	\$64,017	\$66,106	\$67,995
LAW ENFORCEMENT ACADEMY	\$36,852	\$38,577	\$38,956	\$40,904	\$42,734	\$45,156	\$46,914	\$48,992
MANAGEMENT	\$55,511	\$56,538	\$58,687	\$60,898	\$67,000	\$68,478	\$72,316	\$74,864
NATURAL RESOURCES	\$37,609	\$38,917	\$40,148	\$41,552	\$43,448	\$45,544	\$48,060	\$49,471
PAROLE	\$41,059	\$45,192	\$46,869	\$46,946	\$49,683	\$49,090	\$52,995	\$52,680
PERSONNEL	\$38,889	\$40,701	\$42,246	\$43,167	\$46,574	\$48,836	\$52,267	**
IPERS	*	*	*	*	*	*	*	\$54,162
PUBLIC DEFENSE	\$30,495	\$31,381	\$32,124	\$33,697	\$35,694	\$38,179	\$40,791	\$42,553
PUBL EMPLOYMENT RELATIONS	\$49,710	\$51,901	\$54,001	\$55,718	\$57,390	\$58,613	\$63,006	\$65,136
PUBLIC HEALTH	\$39,247	\$40,357	\$41,980	\$43,634	\$45,971	\$48,240	\$50,239	\$52,713
PUBLIC SAFETY	\$38,001	\$39,196	\$40,349	\$41,558	\$43,383	\$46,054	\$49,062	\$51,146
REVENUE*	\$34,817	\$36,306	\$37,580	\$39,008	\$41,950	\$44,403	\$48,111	\$49,193
LOTTERY*	*	*	*	*	*	*	*	\$48,642
SECRETARY OF STATE	\$37,133	\$38,131	\$39,139	\$40,032	\$43,359	\$44,257	\$45,409	\$49,546
TRANSPORTATION	\$31,524	\$32,666	\$33,449	\$34,855	\$37,022	\$40,099	\$42,591	\$45,021
TREASURER	\$38,686	\$42,789	\$43,432	\$43,732	\$47,435	\$47,043	\$49,349	\$49,340
VETERAN'S AFFAIRS	\$30,656	\$31,718	\$33,004	\$33,039	\$34,844	\$36,472	\$38,329	\$39,821
WORKFORCE DEVELOPMENT	\$34,568	\$35,901	\$37,337	\$38,063	\$40,336	\$41,398	\$44,091	\$46,482
AVERAGE ANNUAL SALARY	\$33,596	\$34,773	\$35,846	\$36,972	\$39,091	\$41,164	\$43,476	\$45,482

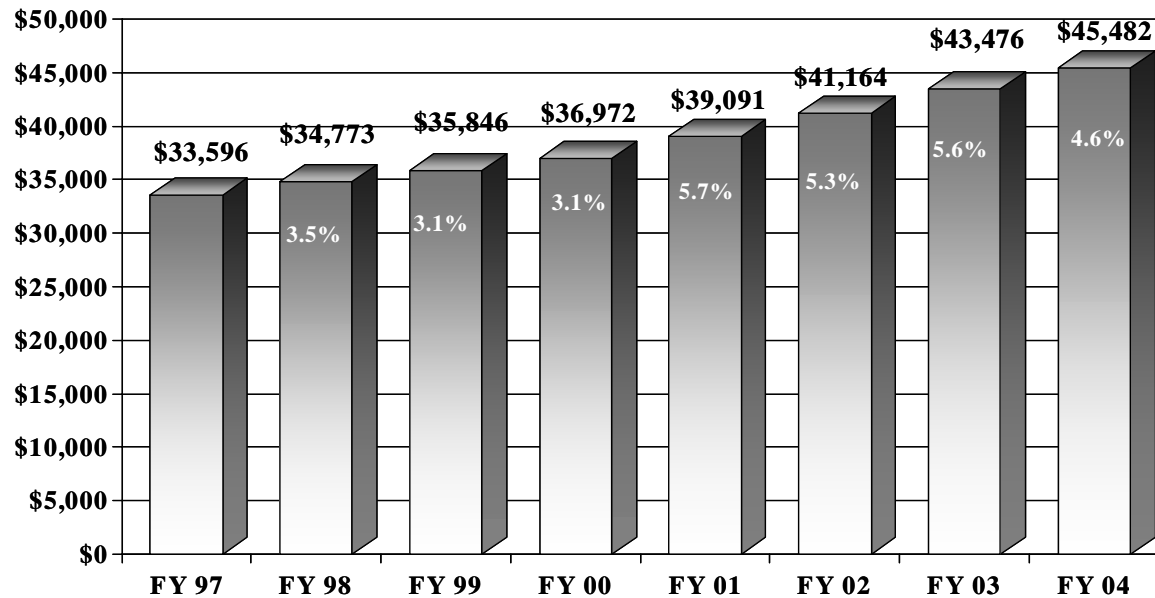
\* Department not in existence at the time or part of another department previously.

\*\* Former individual departments, which now make up the Department of Administrative Services.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Executive Branch Full-Time Average Base Salary



NOTE: Percentages in each bar represent increase from previous fiscal year.

*-Does not include Fair Authority, Community-Based Corrections, or Regents employees.*

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Overtime/Compensatory Time by Department, Fiscal Year 2004

DEPARTMENT	Overtime Expense	Overtime Days	Comp Earned Value	Comp Earned Days	Comp Taken Expense	Comp Taken Days
ADMINISTRATIVE SERVICES	\$229,508.03	1,006.3	\$202,939.29	1,053.9	\$124,479.60	643.2
AGRICULTURE	\$16,181.63	76.4	\$18,843.70	120.7	\$15,457.49	100.5
AUDITOR	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
BLIND	\$10,801.38	62.7	\$5,968.08	50.1	\$4,067.46	33.4
CIVIL RIGHTS	\$86.72	0.5	\$937.28	4.3	\$0.00	0.0
COLLEGE AID	\$190.46	0.9	\$453.35	2.3	\$459.29	2.3
COMMERCE	\$18,199.69	97.4	\$39,727.62	200.0	\$35,018.02	172.6
CORRECTIONS	\$2,437,032.00	10,422.7	\$2,907,816.49	18,960.4	\$645,146.98	4,060.3
CULTURAL AFFAIRS	\$25,895.43	131.2	\$41,066.95	239.0	\$26,632.18	151.3
ECONOMIC DEVELOPMENT	\$101,164.25	503.1	\$34,582.12	179.1	\$25,945.09	125.4
EDUCATION	\$6,474.34	29.4	\$6,440.45	33.1	\$6,380.30	32.5
ELDER AFFAIRS	\$434.79	2.2	\$1,338.61	8.0	\$1,091.56	7.0
ETHICS/CAMPAIGN DISCLOSURE	\$129.48	0.5	\$434.75	2.5	\$250.63	1.4
GENERAL SERVICES	*	*	*	*	*	*
GOVERNOR'S OFFICE	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
HUMAN RIGHTS	\$9,021.03	54.5	\$5,110.88	34.2	\$4,968.95	33.0
HUMAN SERVICES	\$4,590,570.34	22,357.6	\$3,362,103.83	24,985.9	\$1,354,082.36	9,682.5
INFORMATION TECHNOLOGY	*	*	*	*	*	*
INSPECTIONS AND APPEALS	\$7,003.78	28.1	\$25,737.56	130.2	\$19,800.61	102.0
IOWA COMMUNICATIONS NETWORK	\$7,839.66	29.8	\$28,078.46	126.6	\$27,440.70	119.4
IOWA PUBLIC TELEVISION	\$100,028.10	407.3	\$61,823.32	376.1	\$44,053.79	260.4
JUSTICE	\$60.84	0.3	\$21,576.41	144.8	\$21,180.62	142.7
LAW ENFORCEMENT ACADEMY	\$3,331.61	19.3	\$7,070.70	50.7	\$5,545.27	38.8
MANAGEMENT	\$0.00	0.0	\$843.84	6.0	\$843.84	6.1
NATURAL RESOURCES	\$44,430.72	221.8	\$922,958.05	5,235.7	\$740,287.02	4,190.4
PAROLE BOARD	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
PERSONNEL	*	*	*	*	*	*
IPERS**	\$36,792.96	136.2	\$2,649.33	15.4	\$2,219.47	13.1
PUBLIC DEFENSE	\$205,959.86	983.7	\$274,713.50	1,946.8	\$147,987.04	1,044.4
PUBLIC EMPLOYMENT RELATIONS	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
PUBLIC HEALTH	\$102,793.15	407.7	\$102,890.87	530.5	\$83,472.67	438.3
PUBLIC SAFETY	\$162,925.77	694.5	\$1,851,700.45	9,821.8	\$841,221.12	4,597.6
REVENUE**	\$11,473.27	54.9	\$47,125.36	225.7	\$39,990.03	211.0
LOTTERY**	\$37,762.42	174.9	\$29,251.04	182.9	\$15,616.74	92.2
SECRETARY OF STATE	\$1,128.48	5.0	\$2,534.26	12.3	\$2,529.38	11.9
TRANSPORTATION	\$4,715,931.01	21,113.1	\$2,990,671.13	29,929.8	\$1,497,141.25	14,155.4
TREASURER	\$12,995.37	84.4	\$5,843.92	43.1	\$4,562.36	32.7
VETERAN AFFAIRS	\$728,468.22	3,332.3	\$788,706.64	5,598.4	\$239,399.02	1,461.1
WORKFORCE DEVELOPMENT	\$160,398.60	642.3	\$65,047.69	393.9	\$56,148.06	343.9
GRAND TOTALS	\$13,785,013.39	63,081.0	\$13,856,985.93	100,644.2	\$6,033,418.90	42,306.8

\* Former individual departments, which now make up the Department of Administrative Services.

\*\* Formerly part of other department and now are their own department (IPERS, Revenue & Lottery)

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE & Iowa Department of Transportation - HRIS: TMohning.



# Salary Increases of Executive Branch Employees

Fiscal Year	<u>Contract Covered</u> (AFSCME only)			<u>Non-Contract</u>	
	Steps	Across-the-Board	Steps	Across-the-Board	Merit Steps
1982	7 TO 6	8.0%	(a) None	8.0%	None
1983	6	8.0%	None	8.0%	None
1984	6	0.0%	None	0.0%	None
1985	6	4.0%	+ Step	4.0%	+ Merit Step
1986	6	1.0%	+ Step	1.0%	+ Merit Step
1987	6	1.0%	+ Step	1.0%	+ Merit Step
1988	6	2.0%	+ Step	2.0%	+ Merit Step
1989	6	4.0%	+ Step	4.0%	+ Merit Step
1990	6	3.5%	+ Step	3.5%	+ Merit Step
1991	6	5.0%	+ Step	5.0%	+ Merit Step
1992	6	5.0%	(c) + Step	0.0%	None
1993	6	4.0%	+ Step (b)	7.5%	+ Merit Step
1994	6	PLUS \$650	+ Step	PLUS \$650	+ Merit Step
1995	6	4.0%	(d) + Step	4.0%	+ Merit Step (d)
1996	6	3.0%	+ Step	3.0%	+ Merit Step
1997	6	2.5%	+ Step (e)	2.5%	+ Merit Step (e)
1998	6	3.0%	+ Step	3.0%	+ Merit Step
1999	6	3.0%	+ Step	3.0%	+ Merit Step
2000	6 TO 7	0.0%	(f) + Step	3.0%	+ Merit Step
2001	7 TO 8	2.6%	(g) + Step	3.0%	+ Merit Step
2002	8	3.0%	+ Step	3.0%	+ Merit Step (h)
2003	Min/Max (i)	3.0%	(j) + 4.0%	3.0%	+ Merit Step
2004	Min/Max	2.0%	+ 4.5%	2.0%	+ Merit Step

- (a) Includes both Across-the-Board and Step increases.  
 (b) Contractual employees received a \$400 bonus in December 1992.  
 (c) 3.0% effective July 1, 1991 and 2.0% effective January 1, 1992.  
 (d) 2.0% effective July 1, 1994 and 2.0% effective January 1, 1994.  
 (e) A one-time \$300 payment for full-time employees at the top step was provided in December 1996. Part-time employees at the top step received a one-time \$150 payment.  
 (f) Increased the number of steps but retained the minimums and maximums. The increased step was equivalent to a 3.0% ATB.  
 (g) The maximum was increased on average by 3.2% due to the 8<sup>th</sup> step.  
 (h) Non-Contract Pay plan merged to 000 and ranges matched to AFSCME 014 Pay Plan.  
 (i) All AFSCME plans merged into 014 and maximums were increased by 4.0%.  
 (j) FY03 increase was effective November 1, 2002.

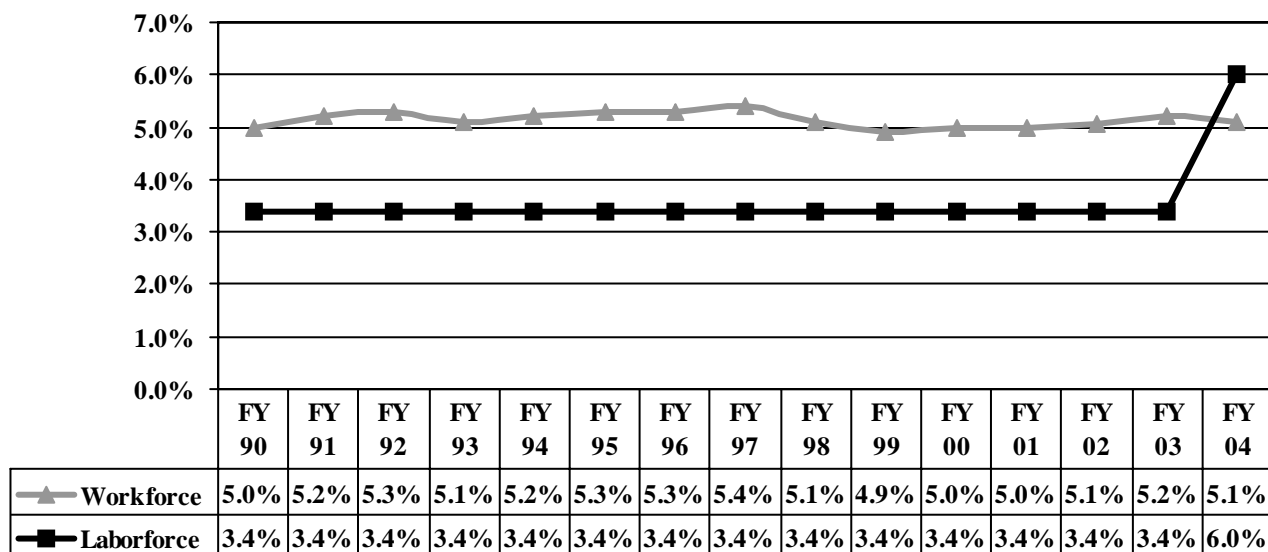
**NOTE:** The first session of the 74<sup>th</sup> General Assembly passed salary adjustment legislation (SF 548) for Fiscal Year 1992 fully funding the arbitrated agreements for contract employees and providing a 2.0% Across-the-Board increase for non-contract employees. The Governor item vetoed the increase and was taken to court by the unions. The Iowa Supreme Court found in favor of the unions. The second session of the 74<sup>th</sup> General Assembly passed salary adjustment legislation (SF 2393) which fully funded the arbitrated agreements for contract employees and Provided Back Pay For Fiscal Year 1992. Non-Contract Employees Received No Back Pay, But Were Given 7.5% Increases For Fiscal Year 1992.

Source: Iowa Department of Administrative Services, Human Resource Enterprise, JGroff.

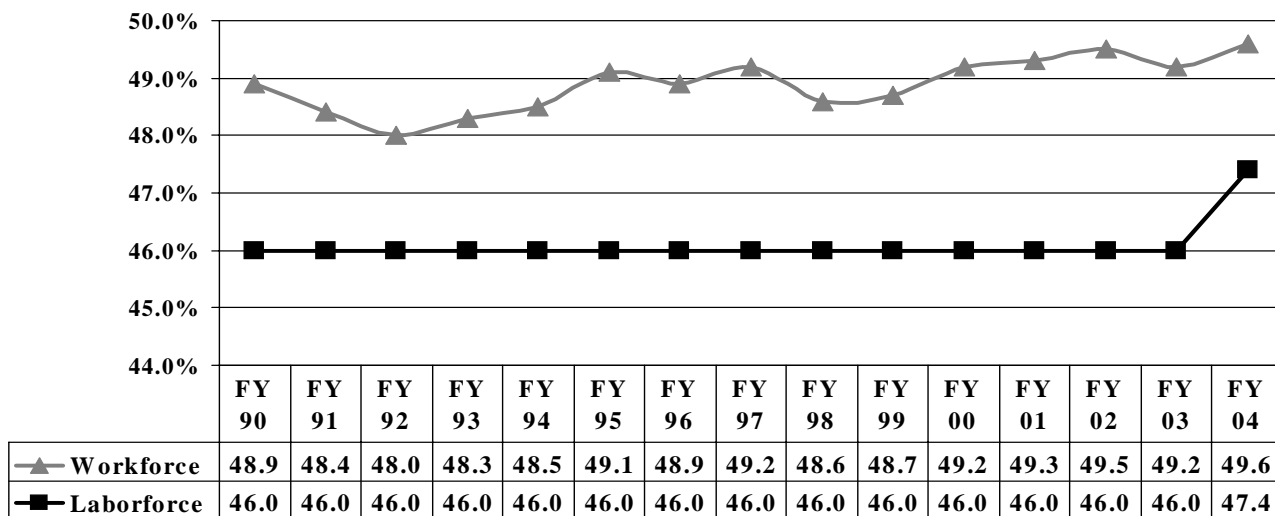
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# Executive Branch Workforce in Comparison to Iowa's Labor Force

## RACIAL/ETHNIC MINORITIES



## FEMALES



Note: Labor force numbers reflect the 2000 U.S. Census data, specific to Iowa.

Source: Iowa Department of Administrative Services, HRE - Affirmative Action Year End Report.

## Executive Branch Full-Time Employees by Gender by Department

DEPARTMENT	FY97 Male	FY97 Female	FY98 Male	FY98 Female	FY99 Male	FY99 Female	FY00 Male	FY00 Female
<b>ADMINISTRATIVE SERVICES</b>	*	*	*	*	*	*	*	*
<b>AGRICULTURE</b>	228	200	228	197	223	201	233	207
<b>AUDITOR</b>	45	77	50	70	49	76	47	81
<b>BLIND</b>	36	56	35	56	34	56	39	60
<b>CIVIL RIGHTS</b>	15	14	14	14	16	19	14	18
<b>COLLEGE AID</b>	14	23	12	20	12	23	10	25
<b>COMMERCE</b>	169	153	167	148	169	150	170	146
<b>CORRECTIONS</b>	1,660	663	1,865	740	1,977	838	2,133	936
<b>CULTURAL AFFAIRS</b>	29	45	36	47	40	48	40	45
<b>ECONOMIC DEVELOPMENT</b>	60	74	58	79	57	86	71	114
<b>EDUCATION</b>	215	373	206	384	210	390	195	396
<b>ELDER AFFAIRS</b>	6	22	4	21	3	24	3	23
<b>ETHICS/CAMPAIGN DISCLOSURE</b>	0	8	1	7	1	7	1	7
<b>GENERAL SERVICES</b>	175	136	130	72	133	79	130	82
<b>GOVERNOR'S OFFICE</b>	13	29	10	26	15	26	18	29
<b>HUMAN RIGHTS</b>	16	28	17	26	17	30	17	31
<b>HUMAN SERVICES</b>	1,418	3,758	1,423	3,749	1,455	3,865	1,475	3,953
<b>INFORMATION TECHNOLOGY</b>	*	*	73	64	75	62	81	63
<b>INSPECTIONS AND APPEALS</b>	166	258	174	263	175	274	178	290
<b>IOWA COMMUNICATIONS NTRK</b>	27	17	39	31	48	40	49	44
<b>IOWA PUBLIC TELEVISION</b>	76	48	77	52	82	57	80	55
<b>JUSTICE</b>	80	114	80	117	83	121	87	121
<b>LAW ENFORCEMENT ACADEMY</b>	16	11	17	9	18	13	17	12
<b>MANAGEMENT</b>	21	11	18	13	15	12	18	13
<b>NATURAL RESOURCES</b>	615	176	625	172	620	183	635	201
<b>PAROLE</b>	4	5	5	6	4	6	5	7
<b>PERSONNEL</b>	41	92	50	94	51	93	61	98
<b>IPERS</b>	**	**	**	**	**	**	**	**
<b>PUBLIC DEFENSE</b>	177	45	175	48	202	63	209	67
<b>PUBLIC EMPLOYMENT RELATIONS</b>	5	7	5	7	5	7	6	6
<b>PUBLIC HEALTH</b>	88	190	92	217	99	230	102	244
<b>PUBLIC SAFETY</b>	695	191	699	192	712	204	733	210
<b>REVENUE**</b>	279	313	273	299	268	299	270	296
<b>LOTTERY</b>	**	**	**	**	**	**	**	**
<b>SECRETARY OF STATE</b>	11	25	10	30	10	28	11	29
<b>TRANSPORTATION</b>	2,638	806	2,607	819	2,707	855	2,676	893
<b>TREASURER</b>	9	14	9	11	8	12	7	14
<b>VETERAN'S AFFAIRS</b>	112	607	111	599	117	580	127	635
<b>WORKFORCE DEVELOPMENT</b>	365	527	345	519	342	508	330	517
<b>GRAND TOTAL</b>	9,524	9,116	9,740	9,218	10,052	9,565	10,278	9,968

\* Department not in existence at the time.

\*\* Formerly part of other department and now are their own department (IPERS, Revenue & Lottery).

\*\*\* Former individual departments, which now make up the Department of Administrative Services.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Executive Branch Full-Time Employees by Gender, by Department (cont.)

DEPARTMENT	FY01 Male	FY01 Female	FY02 Male	FY02 Female	FY03 Male	FY03 Female	FY04 Male	FY04 Female
<b>ADMINISTRATIVE SERVICES</b>	*	*	*	*	*	*	216	150
<b>AGRICULTURE</b>	230	202	196	185	197	188	196	185
<b>AUDITOR</b>	52	65	44	57	49	54	44	56
<b>BLIND</b>	39	61	37	58	40	60	41	61
<b>CIVIL RIGHTS</b>	15	21	15	20	11	17	11	16
<b>COLLEGE AID</b>	12	23	13	23	13	24	13	23
<b>COMMERCE</b>	166	148	155	138	133	130	166	142
<b>CORRECTIONS</b>	2,130	944	2,006	857	2,093	884	2,069	870
<b>CULTURAL AFFAIRS</b>	36	47	33	37	29	34	28	37
<b>ECONOMIC DEVELOPMENT</b>	74	116	70	131	76	131	82	134
<b>EDUCATION</b>	193	420	189	423	188	411	194	415
<b>ELDER AFFAIRS</b>	6	25	9	20	9	20	8	16
<b>ETHICS/CAMPAIGN DISCLOSURE</b>	1	7	1	4	1	5	1	5
<b>GENERAL SERVICES</b>	134	72	114	60	105	57	***	***
<b>GOVERNOR'S OFFICE</b>	18	29	19	25	14	25	13	27
<b>HUMAN RIGHTS</b>	20	32	20	31	19	32	22	32
<b>HUMAN SERVICES</b>	1,473	4,004	1,412	3,724	1,384	3,654	1,394	3,752
<b>INFORMATION TECHNOLOGY</b>	78	58	66	47	69	47	***	***
<b>INSPECTIONS AND APPEALS</b>	181	300	173	283	169	290	178	296
<b>IOWA COMMUNICATIONS NTRK</b>	56	43	55	42	56	39	58	38
<b>IOWA PUBLIC TELEVISION</b>	80	49	73	50	66	46	69	47
<b>JUSTICE</b>	91	127	85	125	98	128	85	122
<b>LAW ENFORCEMENT ACADEMY</b>	18	13	17	13	15	12	15	12
<b>MANAGEMENT</b>	17	13	15	12	15	12	16	12
<b>NATURAL RESOURCES</b>	662	202	653	200	668	212	660	238
<b>PAROLE</b>	5	7	4	7	4	6	4	7
<b>PERSONNEL</b>	58	101	56	92	59	92	***	***
<b>IPERS</b>	**	**	**	**	**	**	33	53
<b>PUBLIC DEFENSE</b>	224	70	233	73	253	74	279	87
<b>PUBLIC EMPLOYMENT RELATIONS</b>	6	6	4	5	5	5	5	5
<b>PUBLIC HEALTH</b>	113	260	108	264	105	292	104	284
<b>PUBLIC SAFETY</b>	741	205	698	200	669	192	642	196
<b>REVENUE**</b>	265	295	231	260	225	248	155	204
<b>LOTTERY</b>	**	**	**	**	**	**	66	42
<b>SECRETARY OF STATE</b>	12	29	7	23	7	27	8	27
<b>TRANSPORTATION</b>	2,655	878	2,346	793	2,379	784	2,374	782
<b>TREASURER</b>	6	15	7	17	5	16	7	17
<b>VETERAN'S AFFAIRS</b>	129	625	130	603	131	605	141	628
<b>WORKFORCE DEVELOPMENT</b>	322	529	272	485	271	494	275	508
<b>GRAND TOTAL</b>	10,318	10,041	9,566	9,387	9,630	9,347	9,672	9,526

\* Department not in existence at the time.

\*\* Formerly part of other department and now are their own department (IPERS, Revenue & Lottery).

\*\*\* Former individual departments, which now make up the Department of Administrative Services.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Executive Branch Full-Time Employees by Gender by EEO-4 Category, Fiscal Year 2004

	Category 1 Official / Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service
<b>Males</b>	<b>628</b>	<b>3,010</b>	<b>877</b>	<b>2,470</b>
% Chg from FY '03	5.2%	2.0%	-0.9%	-1.7%
<b>Females</b>	<b>468</b>	<b>3,555</b>	<b>1,266</b>	<b>432</b>
% Chg from FY '03	4.5%	3.0%	2.8%	-2.9%
<b>Totals</b>	<b>1,096</b>	<b>6,565</b>	<b>2,143</b>	<b>2,902</b>
% Chg from FY '03	4.9%	2.6%	1.3%	-1.9%

	Category 5 Paraprofessional	Category 6 Administrative Support	Category 7 Skilled Craft	Category 8 Service Maintenance
<b>Males</b>	<b>448</b>	<b>167</b>	<b>1,604</b>	<b>463</b>
% Chg from FY '03	-2.8%	3.1%	-0.2%	2.9%
<b>Females</b>	<b>1,389</b>	<b>2,018</b>	<b>58</b>	<b>339</b>
% Chg from FY '03	2.3%	0.4%	1.8%	-2.6%
<b>Totals</b>	<b>1,837</b>	<b>2,185</b>	<b>1,662</b>	<b>802</b>
% Chg from FY '03	1.0%	0.6%	-0.2%	0.5%

EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

NOTE: By definition, elected officials are not included in EEO-4 Category groupings. This accounts for the difference in total full-time employees

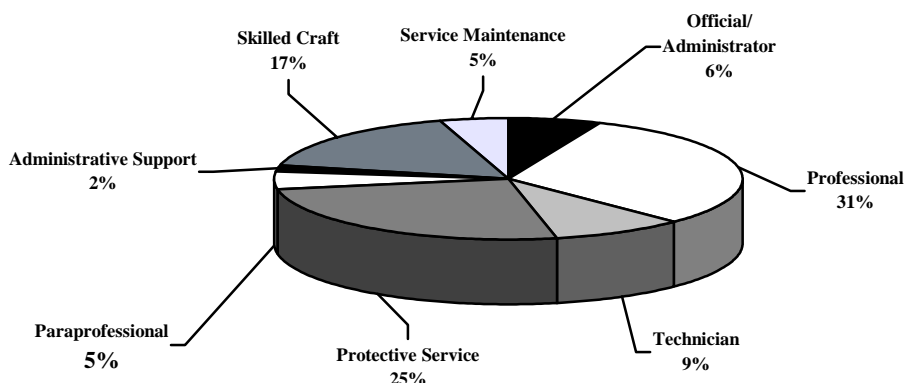
*-Does not include Fair Authority, Community-Based Corrections, or Regents employees.*

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Executive Branch Full-Time Employees by Gender by EEO-4 Category, Fiscal Year 2004

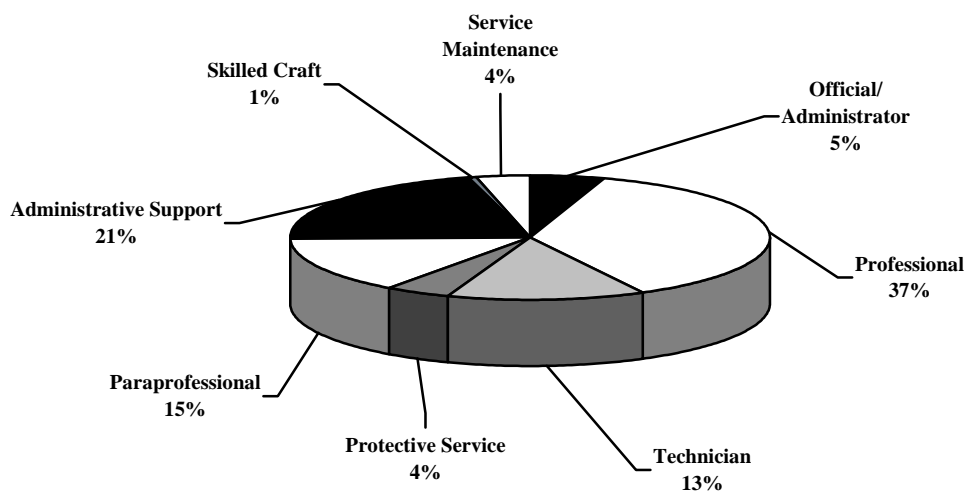
**Males (Total=9,667)**

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**Females (Total=9,525)**

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**EEO-4 Category** - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

**NOTE:** By definition, elected officials are not included in EEO-4 Category groupings. This accounts for the difference in total full-time employees.

**NOTE:** Percentages are rounded and may not equal 100%. -Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Executive Branch Full-Time Minority Employees by Department

Department	FY 97 Total Employees	FY 97 Total Minority Employees	FY 97 Minority Employee Percentage	FY 98 Total Employees	FY 98 Total Minority Employees	FY 98 Minority Employee Percentage	FY 99 Total Employees	FY 99 Total Minority Employees	FY 99 Minority Employee Percentage	FY 00 Total Employees	FY 00 Total Minority Employees	FY 00 Minority Employee Percentage
ADMINISTRATIVE SERVICES	*	*	*	*	*	*	*	*	*	*	*	*
AGRICULTURE	428	12	2.80%	425	10	2.35%	424	9	2.12%	440	8	1.82%
AUDITOR	122	2	1.64%	120	1	0.83%	125	2	1.60%	128	0	0.00%
BLIND	92	5	5.43%	91	5	5.49%	90	5	5.56%	99	5	5.05%
CIVIL RIGHTS	29	10	34.48%	28	10	35.71%	35	12	34.29%	32	14	43.75%
COLLEGE AID	37	1	2.70%	32	0	0.00%	35	1	2.86%	35	1	2.86%
COMMERCE	322	18	5.59%	315	17	5.40%	319	16	5.02%	316	14	4.43%
CORRECTIONS	2,323	132	5.68%	2,605	136	5.22%	2,815	138	4.90%	3,069	151	4.92%
CULTURAL AFFAIRS	74	3	4.05%	83	3	3.61%	88	3	3.41%	85	3	3.53%
ECONOMIC DEVELOPMENT	134	5	3.73%	137	8	5.84%	143	8	5.59%	185	8	4.32%
EDUCATION	588	36	6.12%	590	34	5.76%	600	34	5.67%	591	40	6.77%
ELDER AFFAIRS	28	3	10.71%	25	3	12.00%	27	2	7.41%	26	2	7.69%
ETHICS/CAMPAIGN DISCLOSURE	8	0	0.00%	8	0	0.00%	8	0	0.00%	8	0	0.00%
GENERAL SERVICES	311	39	12.54%	202	30	14.85%	212	30	14.15%	212	32	15.09%
GOVERNOR'S OFFICE	42	2	4.76%	36	1	2.78%	41	3	7.32%	47	6	12.77%
HUMAN RIGHTS	44	5	11.36%	43	4	9.30%	47	5	10.64%	48	5	10.42%
HUMAN SERVICES	5,176	261	5.04%	5,172	244	4.72%	5,320	238	4.47%	5,428	238	4.38%
INFORMATION TECHNOLOGY	*	*	*	137	9	6.57%	137	8	5.84%	144	12	8.33%
INSPECTIONS AND APPEALS	424	26	6.13%	437	26	5.95%	449	24	5.35%	468	28	5.98%
IOWA COMMUNICATIONS NTRWK	44	1	2.27%	70	2	2.86%	88	3	3.41%	93	5	5.38%
IOWA PUBLIC TELEVISION	124	7	5.65%	129	6	4.65%	139	4	2.88%	135	3	2.22%
JUSTICE	194	5	2.58%	197	5	2.54%	204	5	2.45%	208	4	1.92%
LAW ENFORCEMENT ACADEMY	27	1	3.70%	26	0	0.00%	31	0	0.00%	29	0	0.00%
MANAGEMENT	32	1	3.13%	31	2	6.45%	27	1	3.70%	31	1	3.23%
NATURAL RESOURCES	791	43	5.44%	797	42	5.27%	803	43	5.35%	836	42	5.02%
PAROLE	9	0	0.00%	11	0	0.00%	10	0	0.00%	12	2	16.67%
PERSONNEL	133	12	9.02%	144	13	9.03%	144	12	8.33%	159	11	6.92%
IPERS**	*	*	*	*	*	*	*	*	*	*	*	*
PUBLIC DEFENSE	222	7	3.15%	223	9	4.04%	265	11	4.15%	276	10	3.62%
PUBLIC EMPLOYMENT RELATIONS	12	0	0.00%	12	0	0.00%	12	0	0.00%	12	0	0.00%
PUBLIC HEALTH	278	18	6.47%	309	17	5.50%	329	16	4.86%	346	16	4.62%
PUBLIC SAFETY	886	24	2.71%	891	25	2.81%	916	26	2.84%	943	30	3.18%
REVENUE**	592	34	5.74%	572	35	6.12%	567	36	6.35%	566	34	6.01%
LOTTERY**	*	*	*	*	*	*	*	*	*	*	*	*
SECRETARY OF STATE	36	2	5.56%	40	3	7.50%	38	3	7.89%	40	3	7.50%
TRANSPORTATION	3,444	165	4.79%	3,426	161	4.70%	3,562	157	4.41%	3,569	157	4.40%
TREASURER	23	1	4.35%	20	1	5.00%	20	0	0.00%	21	0	0.00%
VETERAN'S AFFAIRS	719	17	2.36%	710	17	2.39%	697	19	2.73%	762	27	3.54%
WORKFORCE DEVELOPMENT	892	101	11.32%	864	95	11.00%	850	96	11.29%	847	102	12.04%
GRAND TOTALS	18,640	999	5.36%	18,958	974	5.14%	19,617	970	4.94%	20,246	1,014	5.01%

\* Department not in existence at the time.

\*\* Formerly part of other department and now are their own department (IPERS, Revenue & Lottery).

\*\*\* Former individual departments, which now make up the Department of Administrative Services.

**NOTE:** Minority Status based on self-report during orientation of new employees. If Minority Status undeclared than record treated as a non-minority.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.



## Executive Branch Full-Time Minority Employees by Department (cont.)

Department	FY 01 Total Employees	FY 01 Total Minority Employees	FY 01 Minority Employee Percentage	FY 02 Total Employees	FY 02 Total Minority Employees	FY 02 Minority Employee Percentage	FY 03 Total Employees	FY 03 Total Minority Employees	FY 03 Minority Employee Percentage	FY 04 Total Employees	FY 04 Total Minority Employees	FY 04 Minority Employee Percentage
ADMINISTRATIVE SERVICES	*	*	*	*	*	*	*	*	*	366	34	9.29%
AGRICULTURE	432	9	2.08%	381	5	1.31%	385	5	1.30%	381	5	1.31%
AUDITOR	117	0	0.00%	101	0	0.00%	103	0	0.00%	100	0	0.00%
BLIND	100	4	4.00%	95	4	4.21%	100	5	5.00%	102	5	4.90%
CIVIL RIGHTS	36	16	44.44%	35	16	45.71%	28	11	39.29%	27	10	37.04%
COLLEGE AID	35	2	5.71%	36	2	5.56%	37	2	5.41%	36	1	2.78%
COMMERCE	314	15	4.78%	293	13	4.44%	287	13	4.53%	308	13	4.22%
CORRECTIONS	3,074	147	4.78%	2,863	138	4.82%	2,977	146	4.90%	2,939	146	4.97%
CULTURAL AFFAIRS	83	3	3.61%	70	3	4.29%	63	1	1.59%	65	1	1.54%
ECONOMIC DEVELOPMENT	190	11	5.79%	201	10	4.98%	207	11	5.31%	216	11	5.09%
EDUCATION	613	44	7.18%	612	41	6.70%	599	38	6.34%	609	38	6.24%
ELDER AFFAIRS	31	2	6.45%	29	1	3.45%	29	1	3.45%	24	1	4.17%
ETHICS/CAMPAIGN DISCLOSURE	8	0	0.00%	5	0	0.00%	6	0	0.00%	6	0	0.00%
GENERAL SERVICES	206	33	16.02%	174	25	14.37%	162	23	14.20%	***	***	***
GOVERNOR'S OFFICE	47	5	10.64%	44	4	9.09%	39	4	10.26%	40	4	10.00%
HUMAN RIGHTS	52	5	9.62%	51	4	7.84%	51	4	7.84%	54	6	11.11%
HUMAN SERVICES	5,477	236	4.31%	5,136	227	4.42%	5,038	230	4.57%	5,146	233	4.53%
INFORMATION TECHNOLOGY	136	10	7.35%	113	5	4.42%	116	7	6.03%	***	***	***
INSPECTIONS AND APPEALS	481	25	5.20%	456	24	5.26%	459	27	5.88%	474	23	4.85%
IOWA COMMUNICATIONS NTRWK	99	4	4.04%	97	6	6.19%	95	6	6.32%	96	6	6.25%
IOWA PUBLIC TELEVISION	129	3	2.33%	123	3	2.44%	112	2	1.79%	116	2	1.72%
JUSTICE	218	4	1.83%	210	3	1.43%	202	3	1.49%	207	4	1.93%
LAW ENFORCEMENT ACADEMY	31	0	0.00%	30	0	0.00%	27	0	0.00%	27	0	0.00%
MANAGEMENT	30	1	3.33%	27	1	3.70%	27	1	3.70%	28	1	3.57%
NATURAL RESOURCES	864	43	4.98%	853	47	5.51%	880	46	5.23%	898	44	4.90%
PAROLE	12	2	16.67%	11	2	18.18%	10	2	20.00%	11	2	18.18%
PERSONNEL	159	11	6.92%	148	10	6.76%	151	9	5.96%	***	***	***
IPERS**	*	*	*	*	*	*	*	*	*	86	5	5.81%
PUBLIC DEFENSE	294	12	4.08%	306	13	4.25%	327	17	5.20%	366	18	4.92%
PUBLIC EMPLOYMENT RELATIONS	12	0	0.00%	9	0	0.00%	10	0	0.00%	10	0	0.00%
PUBLIC HEALTH	373	20	5.36%	372	26	6.99%	397	26	6.55%	388	24	6.19%
PUBLIC SAFETY	946	28	2.96%	898	28	3.12%	861	30	3.48%	838	29	3.46%
REVENUE**	560	36	6.43%	491	28	5.70%	473	26	5.50%	359	21	5.85%
LOTTERY**	*	*	*	*	*	*	*	*	*	108	5	4.63%
SECRETARY OF STATE	41	4	9.76%	30	2	6.67%	34	3	8.82%	35	3	8.57%
TRANSPORTATION	3,533	153	4.33%	3,139	145	4.62%	3,163	147	4.65%	3,156	145	4.59%
TREASURER	21	0	0.00%	24	0	0.00%	21	0	0.00%	24	0	0.00%
VETERAN'S AFFAIRS	754	26	3.45%	733	24	3.27%	736	27	3.67%	769	30	3.90%
WORKFORCE DEVELOPMENT	851	108	12.69%	757	97	12.81%	765	105	13.73%	783	106	13.54%
GRAND TOTALS	20,359	1,022	5.02%	18,953	957	5.05%	18,977	978	5.15%	19,198	976	5.08%

\* Department not in existence at the time.

\*\* Formerly part of other department and now are their own department (IPERS, Revenue & Lottery).

\*\*\* Former individual departments, which now make up the Department of Administrative Services.

**NOTE:** Minority Status based on self-report during orientation of new employees. If Minority Status Undeclared, record treated as a non-minority.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Executive Branch Full-Time Minority Employees by EEO-4 Category, Fiscal Year 2004

	Category 1 Official / Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service
<b>Non-Minority</b>	<b>1,049</b>	<b>6,062</b>	<b>2,028</b>	<b>2,753</b>
% Chg from FY '03	5.2%	2.4%	1.2%	-1.9%
<b>Minority</b>	<b>33</b>	<b>390</b>	<b>96</b>	<b>138</b>
% Chg from FY '03	-2.9%	5.7%	1.1%	-2.1%
<b>Declined to Respond</b>	<b>14</b>	<b>113</b>	<b>19</b>	<b>11</b>
<b>Totals</b>	<b>1,096</b>	<b>6,565</b>	<b>2,143</b>	<b>2,902</b>
% Chg from FY '03	4.9%	2.6%	1.3%	-1.9%

	Category 5 Paraprofessional	Category 6 Administrative	Category 7 Skilled Craft	Category 8 Service
<b>Non-Minority</b>	<b>1,748</b>	<b>2,027</b>	<b>1,586</b>	<b>752</b>
% Chg from FY '03	0.9%	1.4%	-0.1%	1.8%
<b>Minority</b>	<b>67</b>	<b>137</b>	<b>70</b>	<b>45</b>
% Chg from FY '03	8.1%	-9.3%	-1.4%	-18.2%
<b>Declined to Respond</b>	<b>22</b>	<b>21</b>	<b>6</b>	<b>5</b>
<b>Totals</b>	<b>1,837</b>	<b>2,185</b>	<b>1,662</b>	<b>802</b>
% Chg from FY '03	1.0%	0.6%	-0.2%	0.5%

EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

NOTE: By definition, elected officials are not included in EEO-4 Category groupings. This accounts for the difference in total full-time employees.

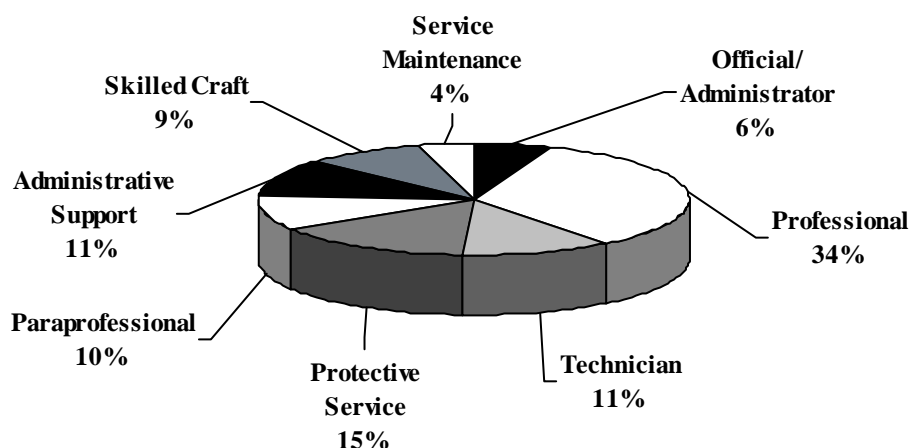
NOTE: Minority Status based on self-report during orientation of new employees.

*-Does not include Fair Authority, Community-Based Corrections, or Regents employees.*

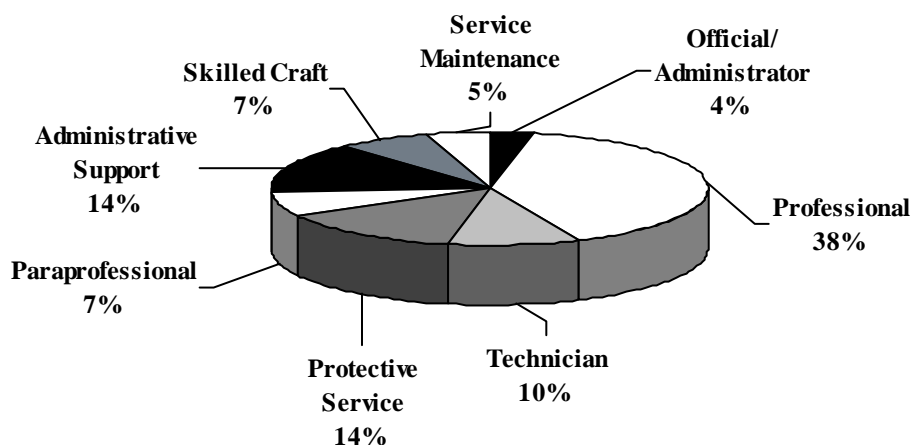
Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Executive Branch Full-Time Minority Employees by EEO-4 Category, Fiscal Year 2004

Non-Minority (Total=18,005)\_\_\_\_\_



Minority (Total=976)\_\_\_\_\_



Individuals who declined to respond were left out of these calculations.

EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

NOTE: Percentages are rounded and may not equal 100%.

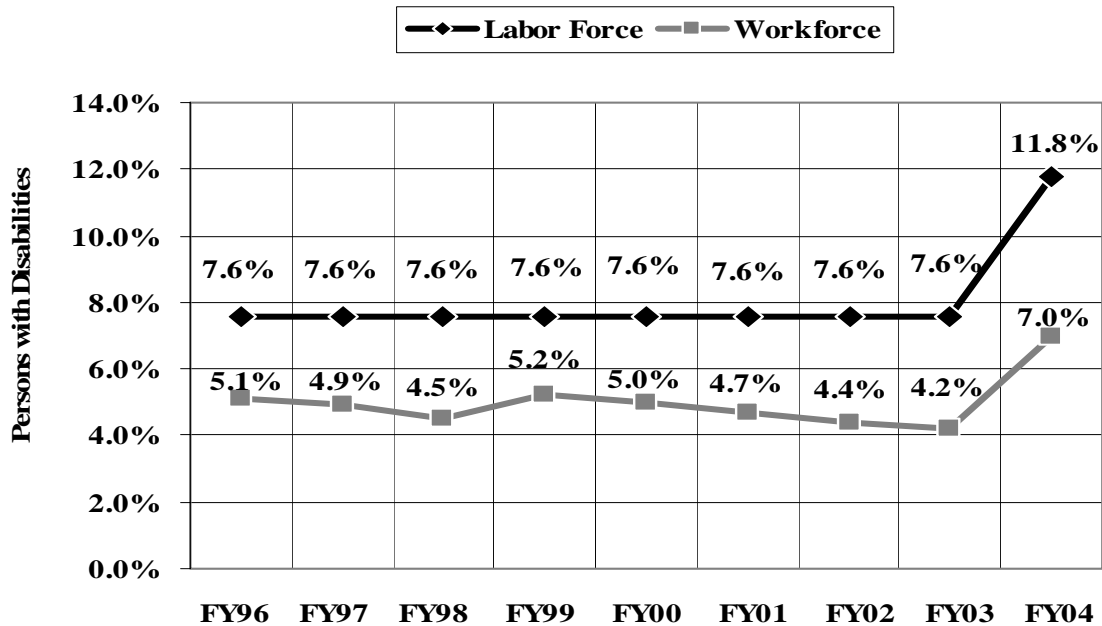
NOTE: By definition, elected officials are not included in EEO-4 Category groupings. This accounts for the difference in total full-time employees.

NOTE: Minority Status based on self-report during orientation of new employees.

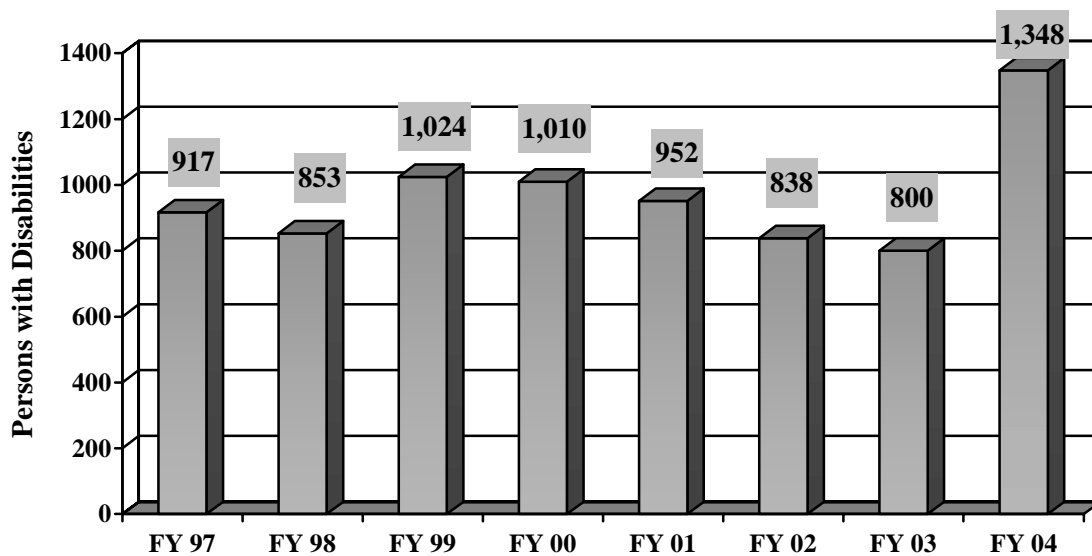
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Employees with Disabilities in the Executive Branch Workforce Compared to Iowa's Labor Force



## Executive Branch Full-Time Employees with Disabilities



**NOTE:** Disability status based on self-report during orientation of new employees. Reporting not required.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

# Leave

[illegible]

In this section, the reader will find types of leave summarized for the Executive Branch, not including Fair Authority, Community-Based Corrections or Regents employees. The following are points of summary for this section:

- Executive Branch employees earned 427,561 days of vacation in Fiscal Year 2004, valued at \$71,494,815. Of this, employees took 407,843 days of vacation at a value of \$68,243,458.
- Executive Branch employees took 163,827 days of regular sick leave in Fiscal Year 2004, valued at \$26,643,335.

## Executive Branch Full-Time Employee Vacation Leave, Expenditures & Usage, Fiscal Year 2004

DEPARTMENT	Vacation Earned Value	Vacation Earned Days	Vacation Taken Expense	Vacation Taken Days
ADMINISTRATIVE SERVICES	\$1,625,812.67	7,942.0	\$1,464,503.48	7,188.2
AGRICULTURE	\$1,384,013.93	8,356.9	\$1,353,465.71	8,217.2
AUDITOR	\$445,131.48	2,073.2	\$386,359.16	1,732.1
BLIND	\$353,220.40	2,064.6	\$315,100.44	1,994.0
CIVIL RIGHTS	\$112,412.78	590.6	\$104,253.62	575.2
COLLEGE AID	\$132,205.39	781.0	\$122,429.84	799.4
COMMERCE	\$1,564,089.32	6,500.7	\$1,534,756.38	6,553.4
CORRECTIONS	\$9,464,434.69	57,119.7	\$9,063,538.00	53,987.3
CULTURAL AFFAIRS	\$246,885.11	1,360.7	\$231,664.12	1,378.6
ECONOMIC DEVELOPMENT	\$801,221.76	3,942.3	\$731,633.41	3,563.6
EDUCATION	\$2,548,961.34	12,740.0	\$2,297,555.88	12,031.7
ELDER AFFAIRS	\$96,269.33	483.6	\$99,673.77	535.7
ETHICS/CAMPAIGN DISCLOSURE	\$22,157.11	131.6	\$21,802.90	134.9
GENERAL SERVICES	*	*	*	*
GOVERNOR'S OFFICE	\$134,715.10	683.9	\$120,598.50	600.0
HUMAN RIGHTS	\$203,953.45	1,107.0	\$177,674.45	1,008.4
HUMAN SERVICES	\$17,571,440.72	110,258.3	\$16,842,635.69	106,998.2
INFORMATION TECHNOLOGY	*	*	*	*
INSPECTIONS AND APPEALS	\$2,170,128.88	10,095.8	\$2,017,130.62	9,432.1
IOWA COMMUNICATIONS NETWORK	\$399,384.41	1,838.0	\$366,355.26	1,701.6
IOWA PUBLIC TELEVISION	\$486,860.62	2,496.8	\$451,081.73	2,289.8
JUSTICE	\$1,150,779.53	4,312.7	\$1,158,912.73	4,325.5
LAW ENFORCEMENT ACADEMY	\$111,697.26	598.9	\$110,090.02	596.9
MANAGEMENT	\$182,430.07	621.2	\$182,663.68	626.3
NATURAL RESOURCES	\$3,574,156.97	18,328.5	\$3,297,643.55	16,908.1
PAROLE BOARD	\$46,588.64	240.0	\$50,098.29	258.8
PERSONNEL	*	*	*	*
IPERS**	\$354,652.02	1,705.4	\$336,760.37	1,712.8
PUBLIC DEFENSE	\$1,090,381.22	6,806.5	\$1,005,656.52	6,122.8
PUBLIC EMPLOYMENT RELATIONS	\$51,645.39	211.5	\$48,385.37	200.0
PUBLIC HEALTH	\$1,540,238.94	7,621.3	\$1,431,837.02	6,980.6
PUBLIC SAFETY	\$3,509,446.28	17,502.2	\$3,297,297.01	16,475.8
REVENUE**	\$1,663,907.17	8,415.7	\$1,619,794.53	8,277.6
LOTTERY**	\$449,179.62	2,406.9	\$435,581.23	2,492.1
SECRETARY OF STATE	\$117,339.97	681.2	\$100,674.60	630.6
TRANSPORTATION	\$12,305,321.60	94,294.9	\$12,020,704.40	88,944.1
TREASURER	\$86,697.91	411.3	\$68,388.37	354.6
VETERAN AFFAIRS	\$2,319,684.17	15,381.7	\$2,307,291.37	15,146.8
WORKFORCE DEVELOPMENT	\$3,177,369.65	17,454.4	\$3,069,465.64	17,067.9
GRAND TOTALS	\$71,494,814.90	427,561.0	\$68,243,457.66	407,842.7

\* Former individual departments, which now make up the Department of Administrative Services.

\*\* Formerly part of other department and now are their own department (IPERS, Revenue and Lottery).

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE & Iowa Department of Transportation - HRIS: TMohning.

## Executive Branch Full-Time Sick Leave, Expenditures & Usage, Fiscal Year 2004

DEPARTMENT	Sick Leave Earned Value	Sick Leave Earned Days	Regular Sick Leave Taken Expense	Regular Sick Leave Taken Days	Converted Sick Leave Days	Converted Sick Leave Expense
ADMINISTRATIVE SERVICES	\$1,347,181.23	6,779.7	\$574,505.02	3,228.5	\$333,745.08	1,575.0
AGRICULTURE	\$1,107,208.16	6,911.3	\$472,807.17	3,050.8	\$360,084.24	2,007.6
AUDITOR	\$382,304.12	1,891.3	\$96,372.68	508.3	\$142,372.71	646.0
BLIND	\$302,288.42	1,840.8	\$145,592.40	934.4	\$77,275.56	426.0
CIVIL RIGHTS	\$75,955.83	416.2	\$38,537.83	214.0	\$16,767.88	80.0
COLLEGE AID	\$110,783.15	677.2	\$59,409.70	392.5	\$35,440.32	195.0
COMMERCE	\$1,222,138.50	5,325.2	\$426,466.46	1,917.9	\$428,403.36	1,723.5
CORRECTIONS	\$8,413,081.05	52,232.1	\$4,718,354.83	29,255.9	\$1,087,883.82	5,927.0
CULTURAL AFFAIRS	\$207,725.09	1,205.6	\$69,508.63	420.4	\$58,749.72	304.5
ECONOMIC DEVELOPMENT	\$773,943.61	3,861.7	\$299,750.40	1,607.2	\$182,016.00	783.0
EDUCATION	\$2,036,718.39	10,270.8	\$975,020.59	5,387.8	\$335,537.60	1,663.0
ELDER AFFAIRS	\$87,775.43	457.4	\$25,601.92	151.8	\$18,189.36	81.5
ETHICS/CAMPAIGN DISCLOSURE	\$18,229.28	109.2	\$7,823.93	50.9	\$6,786.00	36.0
GENERAL SERVICES	*	*	*	*	*	*
GOVERNOR'S OFFICE	\$137,865.83	705.7	\$44,928.46	264.4	\$30,615.12	126.0
HUMAN RIGHTS	\$168,402.57	936.3	\$82,845.50	467.5	\$43,120.36	230.0
HUMAN SERVICES	\$12,661,533.60	84,661.2	\$6,755,866.83	45,649.2	\$2,546,364.68	15,083.5
INFORMATION TECHNOLOGY	*	*	*	*	*	*
INSPECTIONS AND APPEALS	\$1,811,308.46	8,751.7	\$719,653.31	3,577.2	\$545,592.30	2,329.9
IOWA COMMUNICATIONS NETWORK	\$383,123.02	1,732.5	\$145,107.80	740.2	\$102,225.72	412.5
IOWA PUBLIC TELEVISION	\$406,406.82	2,135.7	\$134,970.59	765.3	\$119,075.64	586.5
JUSTICE	\$945,777.51	3,680.4	\$329,232.47	1,435.6	\$350,191.35	1,224.5
LAW ENFORCEMENT ACADEMY	\$88,711.37	491.4	\$41,061.85	254.1	\$37,668.60	190.5
MANAGEMENT	\$139,621.65	498.0	\$26,114.49	110.6	\$49,234.08	163.5
NATURAL RESOURCES	\$2,836,754.19	15,148.2	\$800,358.80	4,483.0	\$668,683.59	3,280.8
PAROLE BOARD	\$34,725.97	189.7	\$28,989.96	178.0	\$4,825.08	19.5
PERSONNEL	*	*	*	*	*	*
IPERS**	\$315,392.07	1,545.3	\$223,932.31	1,094.1	\$53,636.16	243.0
PUBLIC DEFENSE	\$977,901.86	6,220.8	\$483,207.70	3,172.9	\$89,742.60	540.0
PUBLIC EMPLOYMENT RELATIONS	\$41,087.28	182.0	\$10,636.07	61.7	\$14,780.16	48.0
PUBLIC HEALTH	\$1,403,208.37	7,085.1	\$564,713.08	3,152.2	\$348,492.00	1,509.0
PUBLIC SAFETY	\$2,370,227.60	12,570.9	\$918,246.39	4,929.1	\$410,491.74	1,847.4
REVENUE**	\$1,194,111.22	6,421.3	\$604,881.51	3,469.5	\$299,814.00	1,401.0
LOTTERY**	\$357,167.06	1,971.4	\$106,431.45	628.0	\$138,593.88	720.0
SECRETARY OF STATE	\$108,240.92	620.2	\$37,391.48	207.9	\$25,942.08	156.0
TRANSPORTATION	\$9,670,933.76	76,497.8	\$4,205,922.74	26,210.1	\$644,317.16	9,845.6
TREASURER	\$75,138.66	407.9	\$22,924.26	141.4	\$24,833.70	88.2
VETERAN AFFAIRS	\$2,181,038.45	14,819.3	\$1,204,112.53	8,266.1	\$141,470.60	923.5
WORKFORCE DEVELOPMENT	\$2,449,431.57	14,138.8	\$1,242,054.15	7,448.1	\$522,932.88	2,720.9
GRAND TOTALS	\$56,843,442.07	353,390.1	\$26,643,335.29	163,826.6	\$10,295,895.13	59,137.9

\* Former individual departments, which now make up the Department of Administrative Services.

\*\* Formerly part of other department and now are their own department (IPERS, Revenue & Lottery)

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE & Iowa Department of Transportation - HRIS: TMohning.

# Executive Branch Full-Time Other Types Leave, Expenditures & Usage, Fiscal Year 2004

DEPARTMENT	Injury Leave Taken Expense	Injury Leave Taken Days	Funeral Leave Taken Expense*	Funeral Leave Taken Days*	Jury Leave Taken Expense*	Jury Leave Taken Days*
ADMINISTRATIVE SERVICES	\$891.41	8.2	\$30,847.36	170.3	\$3,596.50	15.5
AGRICULTURE	\$1,176.53	8.7	\$28,255.44	190.7	\$807.42	6.0
AUDITOR	\$0.00	0.0	\$0.00	0.0	\$371.88	1.8
BLIND	\$468.95	2.8	\$4,256.51	29.4	\$0.00	0.0
CIVIL RIGHTS	\$0.00	0.0	\$3,209.27	16.6	\$0.00	0.0
COLLEGE AID	\$0.00	0.0	\$1,489.12	9.0	\$83.14	0.5
COMMERCE	\$0.00	0.0	\$28,684.40	114.6	\$759.04	2.5
CORRECTIONS	\$59,771.72	348.7	\$290,697.68	1,827.1	\$9,974.00	61.4
CULTURAL AFFAIRS	\$0.00	0.0	\$2,822.11	18.5	\$111.46	0.6
ECONOMIC DEVELOPMENT	\$1,126.48	8.3	\$11,326.02	56.7	\$729.12	4.5
EDUCATION	\$219.65	1.9	\$30,517.72	152.3	\$3,125.17	18.6
ELDER AFFAIRS	\$0.00	0.0	\$999.38	6.3	\$0.00	0.0
ETHICS/CAMPAIGN DISCLOSURE	\$0.00	0.0	\$0.00	0.0	\$82.08	0.5
GENERAL SERVICES	**	**	**	**	**	**
GOVERNOR'S OFFICE	\$100.88	0.7	\$1,327.27	6.5	\$103.63	0.4
HUMAN RIGHTS	\$0.00	0.0	\$2,132.98	10.6	\$0.00	0.0
HUMAN SERVICES	\$28,909.35	196.2	\$174,728.74	1,117.9	\$15,393.27	91.7
INFORMATION TECHNOLOGY	**	**	**	**	**	**
INSPECTIONS AND APPEALS	\$221.46	1.1	\$41,560.45	215.9	\$557.92	3.5
IOWA COMMUNICATONS NETWORK	\$0.00	0.0	\$7,074.81	33.6	\$201.12	1.0
IOWA PUBLIC TELEVISION	\$0.00	0.0	\$8,291.75	47.5	\$0.00	0.0
JUSTICE	\$101.59	0.8	\$7,734.46	27.7	\$1,742.79	6.1
LAW ENFORCEMENT ACADEMY	\$0.00	0.0	\$1,154.23	6.6	\$1,135.60	5.0
MANAGEMENT	\$0.00	0.0	\$2,217.12	7.0	\$0.00	0.0
NATURAL RESOURCES	\$10,453.08	71.2	\$13,819.31	74.2	\$2,121.41	10.1
PAROLE BOARD	\$0.00	0.0	\$738.26	4.3	\$0.00	0.0
PERSONNEL	**	**	**	**	**	**
IPERS***	\$0.00	0.0	\$6,429.18	33.6	\$1,270.78	6.3
PUBLIC DEFENSE	\$0.00	0.0	\$6,533.76	37.3	\$160.80	0.9
PUBLIC EMPLOYMENT RELATIONS	\$0.00	0.0	\$484.63	3.1	\$0.00	0.0
PUBLIC HEALTH	\$74.76	0.7	\$27,217.22	136.9	\$3,073.25	16.6
PUBLIC SAFETY	\$30,500.22	161.0	\$0.00	0.0	\$0.00	0.0
REVENUE***	\$0.00	0.0	\$26,147.02	141.0	\$4,798.05	25.9
LOTTERY***	\$256.51	1.6	\$9,342.05	52.9	\$173.20	1.0
SECRETARY OF STATE	\$0.00	0.0	\$2,406.01	14.4	\$432.20	2.3
TRANSPORTATION	\$128,919.50	879.2	****	****	****	****
TREASURER	\$0.00	0.0	\$1,212.57	6.6	\$0.00	0.0
VETERAN AFFAIRS	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
WORKFORCE DEVELOPMENT	\$3,316.36	19.1	\$56,097.36	339.7	\$7,579.43	40.0
GRAND TOTALS	\$266,508.45	1,710.2	\$829,754.19	4,908.8	\$58,383.26	322.7

\* Data not available for agencies not on the HRIS time-reporting system.

\*\* Former individual departments, which now make up the Department of Administrative Services.

\*\*\* Formerly part of other department and now are their own department (IPERS, Revenue & Lottery)

\*\*\*\* Data not available

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE & Iowa Department of Transportation - HRIS: TMohning.



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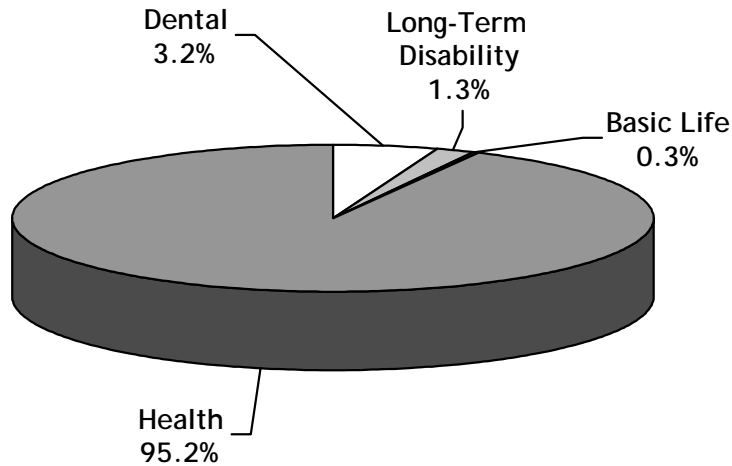
## CALENDER YEAR 2004 GROUP INSURANCE BENEFITS FACTS

Insurance Type	Funding Type	Who Pays What?	Projected Year 2004 Costs	Who's Eligible?	Current Vendor
<b>HEALTH</b> Traditional (Plan 3 Plus)	Minimum Premium	State pays 100% for single contracts and 82% of PPO family contract.	Total Projected Wellmark Cost = \$153,721,491	AFSCME, Judicial AFSCME, PPME employees who work 20 hours or more per week are eligible.	Wellmark
Preferred Provider Organization (PPO-IA Select)	Minimum Premium	State pays 100% for single contracts and 82% of the PPO family contract.	Included Above.	AFSCME, Judicial AFSCME, PPME, and Non-Contract employees who work 20 hours or more per week are eligible.	Wellmark
Traditional (Deductible 3 Plus)	Minimum Premium	State pays 100% for single contracts and 72% of Deductible 3 Plus family contract.	Included Above.	UE/IUP and Non-Contract employees who work 20 hours or more per week are eligible.	Wellmark
Preferred Provider Organization (PPO-IUP Select)	Minimum Premium	State pays 100% for single contracts and 72% of Deductible 3 Plus family contract.	Included Above.	UE/IUP employees who work 20 hours or more per week are eligible.	Wellmark
Managed Care Organization (Category includes both HMOs and 1 Organized Delivery System)	Fully Insured	State pays 100% for single contracts and 82% of the AFSCME PPO family contract except for IUP employees who receive 72% of Deductible 3 Plus.	Total Projected Cost Equals \$61,839,166	All employees who work 20 hours or more per week are eligible.	Wellmark, United Healthcare, John Deere, SecureCare, Coventry (2 Plans)
<b>DENTAL</b>	Minimum Premium	State pays 100% for single contracts and that same amount for a family contract.	Total Projected Cost Equals \$12,290,472	Employees must work 20 hours or more per week to be eligible	Delta Dental
<b>LIFE</b> Term Basic Life	Fully Insured	State pays 100%	Total Projected Cost Equals \$683,228	Employees must work 30 hours or more per week to be eligible	Prudential
Supplemental (Optional)	Fully Insured	Employee pays 100%	Total Projected Employee Cost Equals \$1,281,475		
<b>LONG TERM DISABILITY</b>	Fully Insured	State pays 100%	Total Projected Cost Equals \$2,591,800	Employees must work 30 hours or more per week to be eligible.	Prudential

**NOTE:** Health and Dental Insurance does not include SPOC plans or costs as these plans are based on a fiscal year.

Source: Iowa Department of Administrative Services, HRE - Benefits Bureau Data: EHolland.

## State Funded Insurance Premiums, Calendar Year 2004



January 1, 2004 - December 31, 2004\*

Type Of Insurance	State Contribution	Percent of Total	Employee Contribution	Percent of Total	Total Premium
<b>Health</b>					
Wellmark BCBS	\$134,728,033	96.1%	\$18,993,458	13.6%	\$153,721,491**
MCOs	\$60,548,920	97.9%	\$1,290,246	2.1%	\$61,839,166
<b>Subtotal</b>	<b>\$195,276,953</b>	<b>90.6%</b>	<b>\$20,283,704</b>	<b>9.4%</b>	<b>\$215,560,657</b>
<b>Dental</b>	<b>\$6,868,274</b>	<b>55.9%</b>	<b>\$5,422,198</b>	<b>44.1%</b>	<b>\$12,290,472</b>
<b>Life</b>					
Basic	\$683,228	100.0%	0	0.0%	\$683,228
Optional	\$0	0.0%	\$1,281,475	100.0%	\$1,281,475
<b>Subtotal</b>	<b>\$683,228</b>	<b>34.8%</b>	<b>\$1,281,475</b>	<b>65.2%</b>	<b>\$1,964,703</b>
<b>Long Term Disability</b>	<b>\$2,591,800</b>	<b>100.0%</b>	<b>\$0</b>	<b>0.0%</b>	<b>\$2,591,800</b>
<b>Total</b>	<b>\$205,420,255</b>	<b>88.4%</b>	<b>\$26,987,377</b>	<b>11.6%</b>	<b>\$232,407,632</b>

\* Projections using the January 2004 active employee enrollment. Regents' professional and faculty employees are not included in the calculations.

\*\* Does not include SPOC.

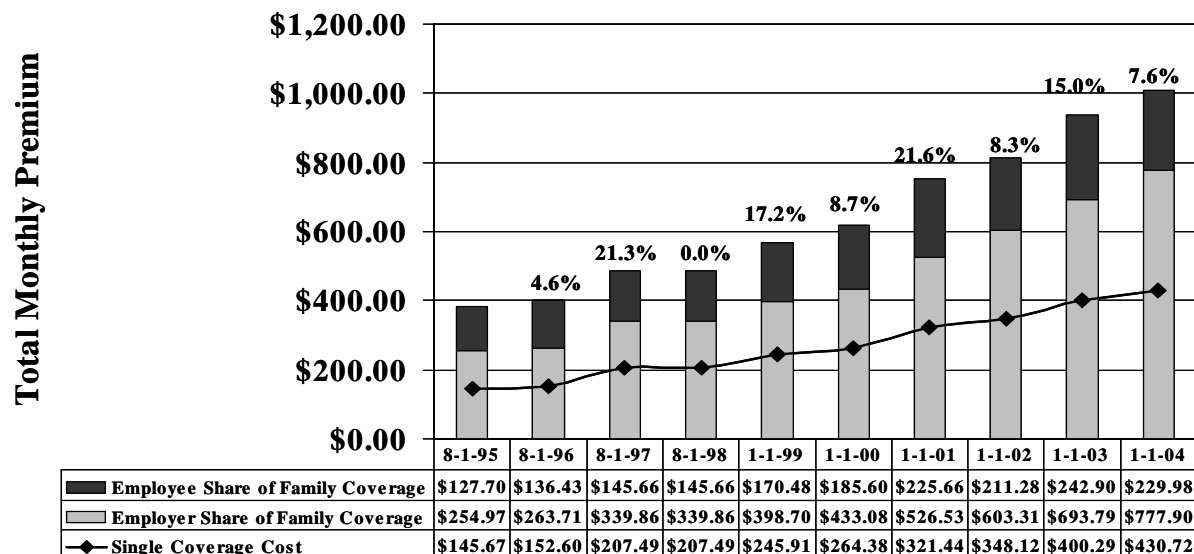
Source: Iowa Department of Administrative Services, HRE - Benefits Bureau Data: EHolland.

# Health Plan Provider Premium Comparisons

2003						2004			
Health Plan			Total Monthly Premium	Employer Share	Employee Share	Total Premium Percent Increase	Total Monthly Premium	Employer Share	Employee Share
AFSCME, & Non-Contract Employees	Program 3 Plus	(S)	\$400.29	\$400.29	\$0.00	7.6%	\$430.72	\$430.72	\$0.00
		(F)	\$936.69	\$693.79	\$242.90	7.6%	\$1,007.88	\$777.90	\$229.98
	Deductible 3 Plus	(S)	\$380.55	\$380.55	\$0.00	13.0%	\$430.19	\$430.19	\$0.00
		(F)	\$890.52	\$641.18	\$249.34	13.0%	\$1,006.67	\$724.81	\$281.86
	Iowa Select	(S)	\$370.61	\$370.61	\$0.00	9.4%	\$405.40	\$405.40	\$0.00
		(F)	\$867.24	\$693.80	\$173.44	9.4%	\$948.66	\$777.90	\$170.76
	John Deere Choice	(S)	\$399.90	\$399.90	\$0.00	5.0%	\$419.86	\$419.86	\$0.00
		(F)	\$959.78	\$693.80	\$265.98	5.0%	\$1,007.66	\$777.90	\$229.76
	John Deere Select	(S)	\$305.28	\$305.28	\$0.00	9.0%	\$332.68	\$332.68	\$0.00
		(F)	\$732.66	\$693.80	\$38.86	9.0%	\$798.43	\$777.91	\$20.52
	Coventry Open Access	(S)	\$329.50	\$329.50	\$0.00	4.0%	\$342.70	\$342.70	\$0.00
		(F)	\$790.70	\$693.80	\$96.90	4.0%	\$822.40	\$777.90	\$44.50
	Coventry Primary Care	(S)	\$318.24	\$318.24	\$0.00	4.0%	\$331.00	\$331.00	\$0.00
		(F)	\$763.64	\$693.80	\$69.84	4.0%	\$794.26	\$777.90	\$16.36
	Blue Advantage	(S)	\$275.84	\$275.84	\$0.00	3.9%	\$286.64	\$286.64	\$0.00
		(F)	\$661.98	\$661.98	\$0.00	3.9%	\$687.86	\$687.86	\$0.00
	UHC*	(S)	\$294.08	\$294.08	\$0.00	12.5%	\$330.84	\$330.84	\$0.00
		(F)	\$705.77	\$693.79	\$11.98	12.5%	\$793.99	\$777.91	\$16.08

\*United Health Care of the Midlands.

## AFSCME Health Insurance Premium Shares Wellmark Blue Cross/Blue Shield Program 3 Plus



**NOTE:** Program 3-Plus shown because as of 01/01/04 over 37% of health contract holders were in this plan.

**NOTE:** Percentages indicate Total Premium change from prior year.

Source: Iowa Department of Administrative Services, HRE - Benefits Bureau Data: EHolland.

# Health Plan Enrollments as of 01/01/04

(ACTIVE EMPLOYEES ONLY)

Wellmark	Single	Family	Double Spouse	Combined	Percentage Enrolled
<b>Plan 3 Plus</b>	6,348	3,010	864	10,222	37.3%
<b>Deductible 3 Plus</b>	1,121	817	112	2,050	7.5%
<b>Iowa Select</b>	2,245	2,913	202	5,360	19.6%
<b>IUP Select</b>	448	338	19	805	2.9%
<b>Subtotal</b>	<b>10,162</b>	<b>7,078</b>	<b>1,197</b>	<b>18,437</b>	<b>67.4%</b>
<b>Managed Care Plans</b>					
<b>John Deere Choice</b>	541	149	31	721	2.6%
<b>John Deere Select</b>	20	212	3	235	0.9%
<b>Coventry Open Access</b>	690	670	57	1,417	5.2%
<b>Coventry Primary Care</b>	238	261	16	515	1.9%
<b>United Health Care</b>	457	3,782	52	4,291	15.7%
<b>Blue Advantage</b>	306	1,398	54	1,758	6.4%
<b>Subtotal</b>	<b>2,252</b>	<b>6,472</b>	<b>213</b>	<b>8,937</b>	<b>32.6%</b>
<b>Total Health</b>	<b>12,414</b>	<b>13,550</b>	<b>1,410</b>	<b>27,374</b>	<b>100.0%</b>
<b>Total Dental</b>	<b>13,039</b>	<b>13,130</b>	<b>1,143</b>	<b>27,312</b>	

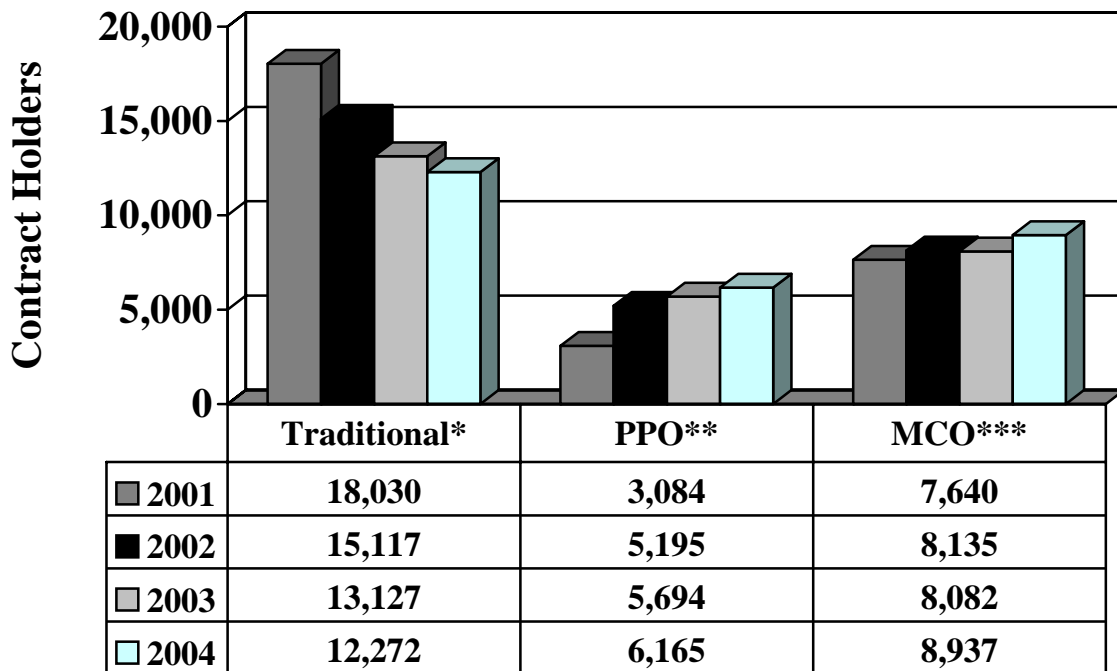
NOTE: Contract Holders are all employees in a particular plan that holds a contract. Therefore, contracts that cover a double spouse situation are counted only once. Contract holders include Legislative, Judicial, or Executive Branch employees (*Includes Fair Authority, Community-Based Corrections, and Regents employees*).

NOTE: Does not include SPOC.

Source: Iowa Department of Administrative Services, HRE - Benefits Bureau Data: EHolland.

# Health Plan Enrollments as of 01/01/04

(ACTIVE EMPLOYEES ONLY)



\* Wellmark Plan 3 Plus, & Deductible 3 Plus

\*\* Wellmark Iowa Select & IUP Select

\*\*\* Managed Care Organizations

**NOTE:** Contract Holders are all employees in a particular plan that holds a contract. Therefore, contracts that cover a double spouse situation are counted only once. Contract holders include Legislative, Judicial, or Executive Branch employees (Includes Fair Authority, Community-Based Corrections, and Regents employees).

**NOTE:** Does not include SPOC.

Source: Iowa Department of Administrative Services, HRE - Benefits Bureau Data: EHolland.

## Dental Insurance Contributions

Year	Single		Family	
	Employer	Employee	Employer	Employee
8-1-94	\$11.48	\$0.00	\$11.48	\$19.24
8-1-95	\$12.23	\$0.00	\$12.23	\$20.48
8-1-96	\$13.10	\$0.00	\$13.10	\$21.90
8-1-97	\$14.54	\$0.00	\$14.54	\$24.30
8-1-98	\$14.54	\$0.00	\$14.54	\$24.30
1-1-99	\$15.56	\$0.00	\$15.56	\$25.96
1-1-00	\$15.56	\$0.00	\$15.56	\$25.96
1-1-01	\$15.94	\$0.00	\$15.94	\$26.78
1-1-02	\$16.66	\$0.00	\$16.66	\$28.02
1-1-03	\$17.89	\$0.00	\$17.89	\$30.02
1-1-04	\$20.19	\$0.00	\$20.19	\$33.88

NOTE: Rates are for all bargaining units and non-contract employees with the exception of AFSCME Judicial employees.

Source: Iowa Department of Administrative Services, HRE - Benefits Bureau Data: EHolland.

## Workers' Compensation Claims

Fiscal Year	Total Claim Dollars Paid*	Percent Change	Injuries Receiving One or More Payments**	Percent Change	Average Cost/Claim in Dollars	Percent Change
FY 97	\$9,052,469	-3.8%	4,251	-1.8%	\$2,129	-2.0%
FY 98	\$9,742,304	7.6%	3,863	-9.1%	\$2,522	18.4%
FY 99	\$9,617,270	-1.3%	4,076	5.5%	\$2,359	-6.4%
FY 00	\$11,264,304	17.1%	4,177	2.5%	\$2,697	14.3%
FY 01	\$10,762,300	-4.5%	4,120	-1.4%	\$2,612	-3.1%
FY 02	\$14,938,337	38.8%	4,513	9.5%	\$3,310	26.7%
FY 03	\$15,482,638	3.6%	4,786	6.0%	\$3,235	-2.3%
FY 04	\$17,231,786	11.3%	4,307	-9.4%	\$4,001	22.9%

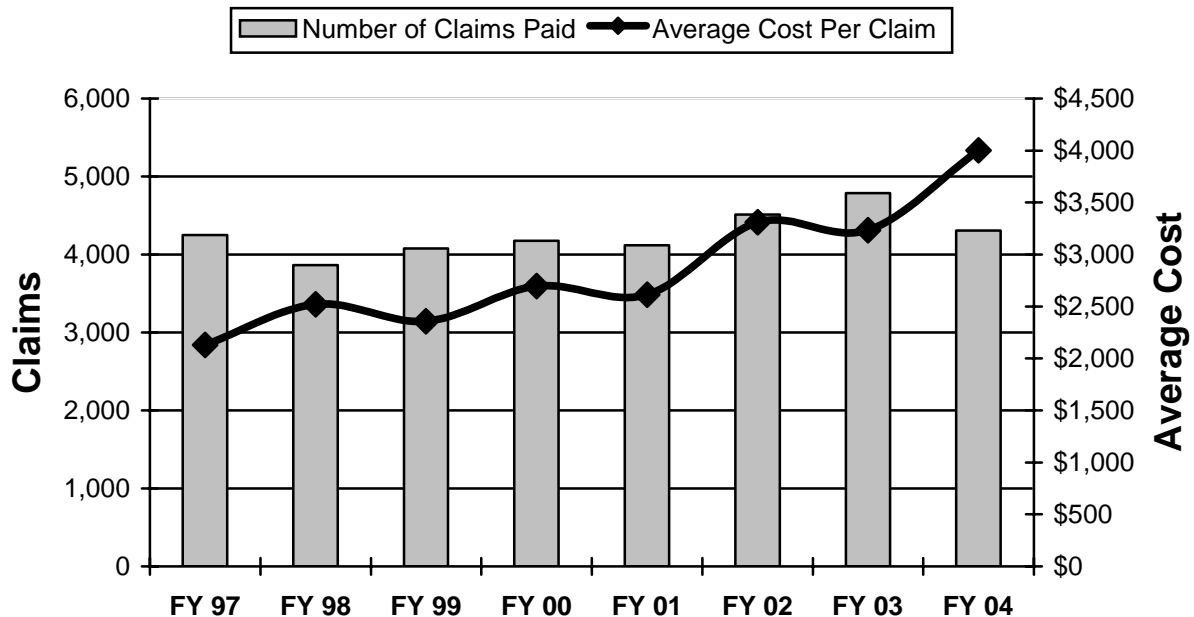
\* Amount reported on annual financial statement to the Department of Revenue & Finance per GASB-10.

Does not include charges incurred from 3rd party claims payor or other administrative costs.

\*\* New or carryover injuries

\*\*\* Data population includes Regents Institutions, Community-Based Corrections, and Fair Authority employees.

## Workers' Compensation Claims Paid Compared to Average Cost per Claim



**NOTE:** The number of claims paid equals the number of injury claims (First Reports filed) receiving one or more payments in a twelve-month period, and includes injuries that occurred in prior fiscal years.

Source: Iowa Department of Administrative Services, HRE - Benefits Bureau Data: GJackson.

## Lost Work Days Due to Injury

Fiscal Year	Number of New Claims	Work Days Lost Due to New Claims	Average Days/Claim	Average Days/Claim Percent Change
FY 97	787	16,731	21.3	-9.1%
FY 98	666	16,578	24.9	17.1%
FY 99	720	16,227	22.5	-9.5%
FY 00	711	19,195	27.0	19.8%
FY 01	689	20,669	30.0	11.1%
FY 02	628	20,952	33.4	11.2%
FY 03	664	19,976	30.1	-9.8%
FY 04	489	15,824	32.4	7.6%

NOTE: New claim data only. Does not include carryover claims from preceding years.

## Workers' Compensation Comparisons by Government Branch

			FY 98	FY 99	FY 00	FY 01	FY 02	FY 03	FY 04
Total Premiums	Premium Revenue*		\$ 9,516,106	\$ 9,866,692	\$ 8,562,830	\$ 12,180,000	\$ 12,860,000	\$ 17,210,964	\$ 17,141,580
	Administrative Fee		[1]	[1]	[1]	[1]	[1]	[1]	\$ 2,250,000
	Percent of Total	Executive	68.61%	67.90%	64.55%	66.91%	67.97%	60.93%	56.69%
		Judicial	1.04%	1.03%	0.94%	1.16%	1.14%	1.21%	1.04%
		Legislative	0.17%	0.17%	0.23%	0.29%	0.19%	0.14%	0.07%
		Regents	30.18%	30.90%	34.28%	31.64%	30.70%	37.72%	42.20%
		Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
			FY 98	FY 99	FY 00	FY 01	FY 02	FY 03	FY 04
Paid Claims	Claim Expense		\$ 9,742,304	\$ 9,617,270	\$ 11,264,304	\$ 10,762,300	\$ 14,364,349	\$ 15,723,977	\$ 17,234,154
	Administrative Fee		[1]	[1]	[1]	[1]	[1]	[1]	\$ 2,232,226
	Percent of Total	Executive	62.87%	62.27%	59.08%	60.26%	61.02%	60.33%	57.89%
		Judicial	1.01%	0.90%	1.44%	1.25%	1.17%	1.21%	1.52%
		Legislative	0.00%	0.14%	0.06%	0.00%	0.00%	0.01%	0.01%
		Regents	36.12%	36.69%	39.42%	38.49%	37.81%	38.45%	40.58%
		Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

\* Premium revenue equals State general fund appropriation and dollars billed to agencies.

[1] Began separating in calculation to agency as of FY 2004.

Source: Iowa Department of Administrative Services, HRE - Benefits Bureau Data: GJackson.



## Unemployment Expenditures

	FY 97	FY 98	FY 99	FY 00
<b>NEW CLAIMS</b>	<b>730</b>	<b>674</b>	<b>637</b>	<b>578</b>
<b>PROTESTS</b>	<b>221</b>	<b>218</b>	<b>255</b>	<b>247</b>
<b>% In Favor of Employer</b>	<b>89.5%</b>	<b>89.4%</b>	<b>88.0%</b>	<b>88.2%</b>
<b>BENEFIT CHARGES PAID</b>	<b>\$612,402.66</b>	<b>\$594,698.94</b>	<b>\$497,767.85</b>	<b>\$567,900.98</b>
<b>SERVICE FEE</b>	*	*	<b>\$23,922.77</b>	<b>\$22,846.50</b>
<b>TOTAL COSTS</b>	<b>\$612,402.66</b>	<b>\$594,698.94</b>	<b>\$521,690.62</b>	<b>\$590,747.48</b>
<b>Credit Balances</b> (Returned to General Fund)	<b>\$14,076.81</b>	<b>\$9,029.34</b>	<b>\$11,393.98</b>	<b>\$20,664.69</b>
<b>NET COSTS</b> (Total Costs - Credits Returned)	<b>\$598,325.85</b>	<b>\$585,669.60</b>	<b>\$510,296.64</b>	<b>\$570,082.79</b>

	FY 01	FY 02	FY 03	FY 04
<b>NEW CLAIMS</b>	<b>580</b>	<b>858</b>	<b>691</b>	<b>633</b>
<b>PROTESTS</b>	<b>246</b>	<b>219</b>	<b>266</b>	<b>191</b>
<b>% In Favor of Employer</b>	<b>87.4%</b>	<b>87.3%</b>	<b>87.3%</b>	<b>76.0%</b>
<b>BENEFIT CHARGES PAID</b>	<b>\$549,155.30</b>	<b>\$966,785.00</b>	<b>\$722,557.00</b>	<b>\$785,392.00</b>
<b>SERVICE FEE</b>	<b>\$23,982.75</b>	<b>\$23,492.75</b>	<b>\$22,416.00</b>	<b>\$23,047.00</b>
<b>TOTAL COSTS</b>	<b>\$573,138.05</b>	<b>\$990,277.75</b>	<b>\$744,973.00</b>	<b>\$808,439.00</b>
<b>Credit Balances</b> (Returned to General Fund)	<b>\$7,638.30</b>	<b>\$9,195.00</b>	<b>\$21,468.00</b>	<b>\$15,068.00</b>
<b>NET COSTS</b> (Total Costs - Credits Returned)	<b>\$565,499.75</b>	<b>\$981,082.75</b>	<b>\$723,505.00</b>	<b>\$793,371.00</b>

\* Service fees not tracked by Third Party Administrator prior to Fiscal Year 1999.

NOTE: Unemployment covers the Executive, Legislative, & Judicial Branches.

NOTE: Because of the nature of unemployment insurance costs, figures for recent years may fluctuate slightly.

-Does not include Community-Based Corrections, House, Senate or Regents employees.

Source: Iowa Department of Administrative Services, HRE - Third Party Administrator Query: EHolland.

# Unemployment Claims by Department Fiscal Year 2004

DEPARTMENT	Non-Protestable	Protestable			Total Claims
		Favorable	Unfavorable	Pending	
ADMINISTRATIVE SERVICES	39	11	2	0	52
AGRICULTURE	5	1	1	0	7
AUDITOR	*	*	*	*	*
BLIND	0	0	0	0	0
CIVIL RIGHTS	0	1	0	0	1
COLLEGE AID	0	0	0	0	0
COMMERCE	0	2	0	0	2
CORRECTIONS	5	16	4	0	25
CULTURAL AFFAIRS	2	1	0	0	3
ECONOMIC DEVELOPMENT	3	0	2	0	5
EDUCATION	6	6	0	2	14
ELDER AFFAIRS	0	1	0	0	1
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0
GENERAL SERVICES	**	**	**	**	**
GOVERNOR'S OFFICE	*	*	*	*	*
HUMAN RIGHTS	0	0	0	0	0
HUMAN SERVICES	13	27	9	1	50
INFORMATION TECHNOLOGY	**	**	**	**	**
INSPECTIONS AND APPEALS	12	2	1	1	16
IOWA COMMUNICATIONS NTWRK	0	0	0	0	0
IOWA PUBLIC TELEVISION	1	2	0	0	3
JUSTICE	90	7	1	3	101
LAW ENFORCEMENT ACADEMY	0	0	0	0	0
MANAGEMENT	*	*	*	*	*
NATURAL RESOURCES	71	4	0	0	75
PAROLE	0	0	0	0	0
PERSONNEL	**	**	**	**	**
IPERS***	0	0	0	0	0
PUBLIC DEFENSE	4	1	1	0	6
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	0
PUBLIC HEALTH	12	2	0	0	14
PUBLIC SAFETY	1	4	0	0	5
REVENUE***	23	4	2	1	30
LOTTERY***	0	0	0	0	0
SECRETARY OF STATE	0	0	0	0	0
TRANSPORTATION	80	8	5	2	95
TREASURER	1	0	0	0	1
VETERAN'S AFFAIRS	11	12	9	1	33
WORKFORCE DEVELOPMENT	0	0	0	0	0
GRAND TOTALS	379	112	37	11	539

\* Indicates departments that are not covered by the Unemployment Insurance Administrative Service Contract.

\*\* Former individual departments, which now make up the Department of Administrative Services

\*\*\* Formerly part of other department and now are their own department (IPERS, Revenue & Lottery)

Non-Protestable - Employer unable to protest unemployment claim of a terminated employee (Separation Issue).

Protestable - Employer able to protest unemployment claim of a terminated employee. Decisions based on protest can be in the employer's favor (favorable) or not (unfavorable) or still pending.

NOTE: Unemployment covers the Executive, Legislative, & Judicial Branches. However, the Judicial Branch, Legislative Branch and Fair Authority are not presented in this table.

-Does not include Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - Third Party Administrator Query: PPeterson

## Employee Assistance Program Data by Fiscal Year

	<b>FY 97</b>	<b>FY 98</b>	<b>FY 99</b>	<b>FY 00</b>
<b>Number of employees*</b>	<b>18,957</b>	<b>19,202</b>	<b>19,649</b>	<b>20,246</b>
<b>Number of clients served</b>	<b>759</b>	<b>831</b>	<b>851</b>	<b>1138</b>
<b>Percent utilization</b>	<b>4.0%</b>	<b>4.3%</b>	<b>4.3%</b>	<b>5.6%</b>
<b>Number of counseling hours</b>	<b>1,847</b>	<b>2,005</b>	<b>1,859</b>	<b>2,126</b>
<b>Average number of counseling hours/client</b>	<b>2.43</b>	<b>2.41</b>	<b>2.18</b>	<b>1.87</b>
<b>IEAP COSTS</b>				
<b>Counseling</b>	<b>\$121,810</b>	<b>\$114,628</b>	<b>\$118,885</b>	<b>\$150,961</b>
<b>Training</b>	<b>\$24,166</b>	<b>\$7,411</b>	<b>\$31,966</b>	<b>\$18,859</b>
<b>TOTAL</b>	<b>\$145,976</b>	<b>\$122,039</b>	<b>\$150,851</b>	<b>\$169,820</b>
<b>Average total counseling costs/client</b>	<b>\$160.49</b>	<b>\$137.94</b>	<b>\$139.70</b>	<b>\$132.66</b>
<b>Average cost/employee</b>	<b>\$7.70</b>	<b>\$6.36</b>	<b>\$7.68</b>	<b>\$8.39</b>

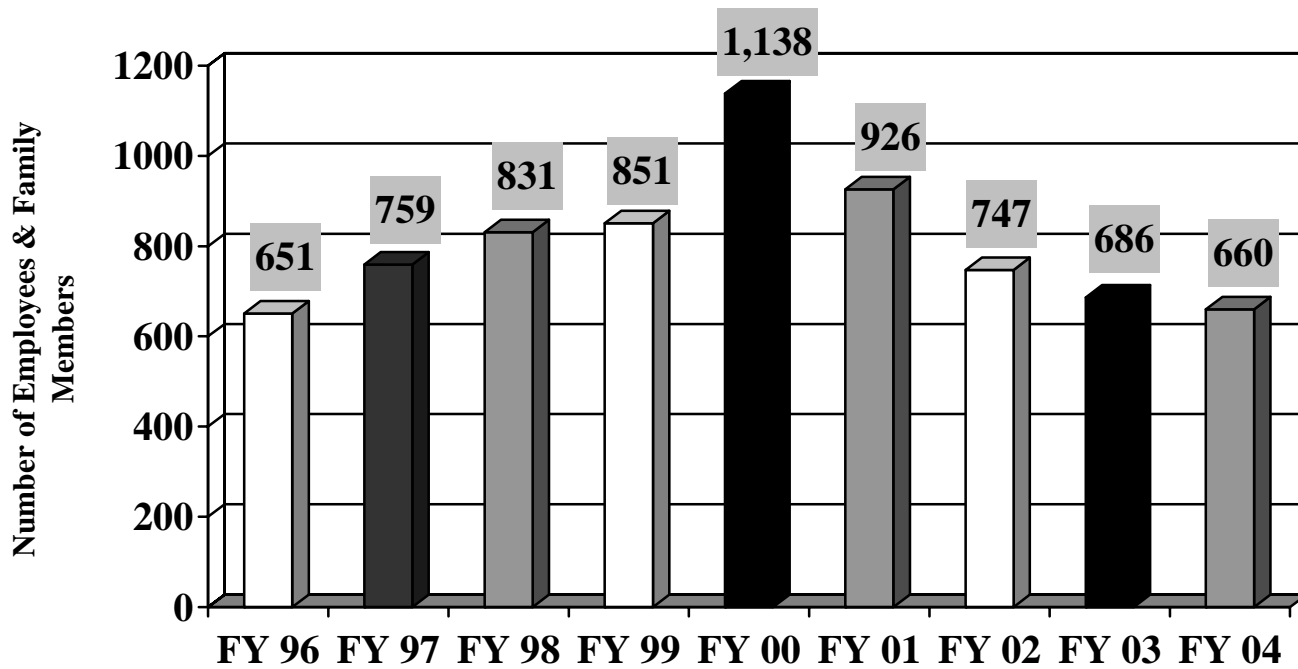
	<b>FY 01</b>	<b>FY 02</b>	<b>FY 03</b>	<b>FY 04</b>
<b>Number of employees*</b>	<b>20,359</b>	<b>18,953</b>	<b>18,977</b>	<b>19,198</b>
<b>Number of clients served</b>	<b>926</b>	<b>747</b>	<b>686</b>	<b>660</b>
<b>Percent utilization</b>	<b>4.5%</b>	<b>3.9%</b>	<b>3.6%</b>	<b>3.4%</b>
<b>Number of counseling hours</b>	<b>2,126</b>	<b>1,701</b>	<b>1,368</b>	<b>1,535</b>
<b>Average number of counseling hours/client</b>	<b>2.30</b>	<b>2.28</b>	<b>1.99</b>	<b>2.33</b>
<b>IEAP COSTS</b>				
<b>Counseling</b>	<b>\$152,097</b>	<b>\$121,724</b>	<b>\$97,863</b>	<b>\$99,758</b>
<b>Training</b>	<b>\$5,460</b>	<b>\$3,523</b>	<b>\$2,690</b>	<b>\$1,825</b>
<b>TOTAL</b>	<b>\$157,557</b>	<b>\$125,247</b>	<b>\$100,553</b>	<b>\$101,583</b>
<b>Average total counseling costs/client</b>	<b>\$164.25</b>	<b>\$162.95</b>	<b>\$142.66</b>	<b>\$151.15</b>
<b>Average cost/employee</b>	<b>\$7.74</b>	<b>\$6.61</b>	<b>\$5.30</b>	<b>\$5.29</b>

\*Includes: Non-Regents Executive Branch  
 Regents Board Office  
 School for the Deaf  
 Braille & Sight Saving School  
 1990, added Judicial Branch employees  
 1991, added Legislative Branch employees (excluding Legislators)

**NOTE:** Total Iowa Employee Assistance Program (IEAP) costs do not include brochure, promotional item, travel, or administrative expenses.

Source: Iowa Department of Administrative Services, HRE - IEAP Annual Report.

## Employee Assistance Program Use by Fiscal Year



Source: Iowa Department of Administrative Services, HRE - Iowa Employee Assistance Program Annual Report: SJensen.

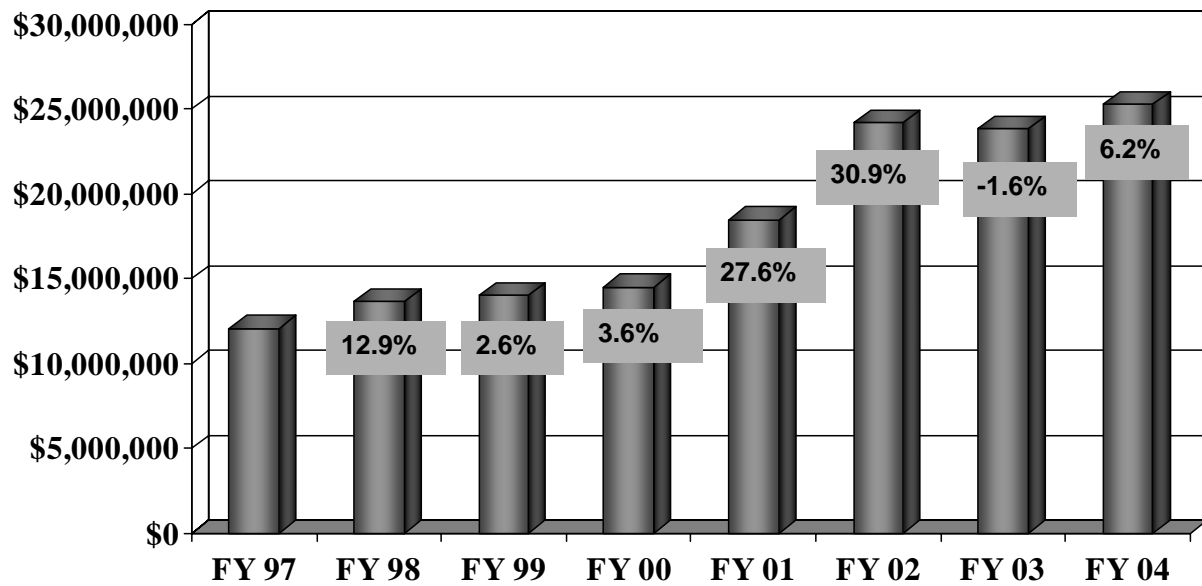
## Deferred Compensation Enrollments, Fiscal Year 2004

State Government	# Eligible	# Deferring	Participation
<b>EXECUTIVE BRANCH</b>			
<b>AFSCME</b>			
Clerical (001)	1,869	766	41.0%
Technical (002)	3,694	1,456	39.4%
Blue Collar (003)	2,277	1,063	46.7%
Fiscal & Staff (004/104)	2,386	1,471	61.7%
Security (006)	2,061	795	38.6%
Patient Care (011)	542	259	47.8%
<b>Subtotal</b>	<b>12,829</b>	<b>5,810</b>	<b>45.3%</b>
<b>UE/IUP</b>			
Social Services (005)	1,412	314	22.2%
Science (009)	448	178	39.7%
Social Services-IMW (015)	669	193	28.8%
<b>Subtotal</b>	<b>2,529</b>	<b>685</b>	<b>27.1%</b>
<b>SPOC</b>			
Public Safety (007)	567	448	79.0%
<b>NONCONTRACT</b>	<b>3,582</b>	<b>2,175</b>	<b>60.7%</b>
<b>TOTAL</b>	<b>19,507</b>	<b>9,118</b>	<b>46.7%</b>
<b>JUDICIAL BRANCH</b>			
<b>AFSCME</b>	<b>744</b>	<b>372</b>	<b>50.0%</b>
<b>NONCONTRACT</b>	<b>1,048</b>	<b>639</b>	<b>61.0%</b>
<b>PPME</b>	<b>108</b>	<b>54</b>	<b>50.0%</b>
<b>TOTAL</b>	<b>1,900</b>	<b>1,065</b>	<b>56.1%</b>
<b>LEGISLATIVE BRANCH</b>			
<b>TOTAL</b>	<b>344</b>	<b>117</b>	<b>34.0%</b>
<b>COMMUNITY BASED CORRECTIONS</b>			
<b>TOTAL</b>	<b>1062</b>	<b>715</b>	<b>67.3%</b>
<b>GRAND TOTAL</b>	<b>22,813</b>	<b>11,015</b>	<b>48.3%</b>

Eligibility - Any employee of the State of Iowa working 20+ hours per week or an employee who has a fixed annual salary. This program does not include Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: JSandusky.

## Deferred Compensation Program Total Amount Deferred



NOTE: Percentages in each bar represent increase/decrease from previous fiscal year.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: JSandusky.

[illegible]

- Over 44% of the Executive Branch full-time workforce is employed in 25 job classes. There are over 800 job classes.
- Of the 1,051 non-promotional hires in Fiscal Year 2004, 62.4% were in 25 job classes.
- The Executive Branch new hire rate (the percentage of non-promotional hires to total workforce) has decreased from 7.2% in FY '97 to 5.5% in FY '04.
- Of the 907 employees who left Executive Branch employment in Fiscal Year 2004, 55.5% were in 25 job classes.
- The Executive Branch separation rate (the percentage of individuals who left Executive Branch employment to average total workforce) decreased from 7.2% in Fiscal Year 1997 to 4.8% in Fiscal Year 2004.
- A five-year average of separations shows that over 53% of employees who voluntarily left Executive Branch employment were employed with the State less than 3 years.

## Top 25 Most Populous Job Classes, Fiscal Year 2004

Rank	Class Code	Class Title	Count	Percentage of Full-Time FY '04 Workforce
1	86406	Correctional Officer	1,556	8.11%
2	03201	Resident Treatment Worker	1,212	6.31%
3	08111	Equipment Operator	852	4.44%
4	03089	Income Maintenance Worker 2	611	3.18%
5	03011	Social Worker 2	572	2.98%
6	00025	Secretary 1	350	1.82%
7	00013	Typist-Advanced	295	1.54%
8	00807	Workforce Advisor	278	1.45%
9	00026	Secretary 2	267	1.39%
10	03016	Social Worker 3	238	1.24%
11	02020	Registered Nurse	222	1.16%
12	00018	Clerk - Specialist	217	1.13%
13	00121	Information Technology Specialist 4	190	0.99%
14	16000	Trooper	183	0.95%
16	00708	Administrative Assistant 1	159	0.83%
16	86419	Correctional Counselor	159	0.83%
17	00122	Information Technology Specialist 5	158	0.82%
18	03040	Youth Services Worker	156	0.81%
19	00709	Administrative Assistant 2	149	0.78%
20	02002	Licensed Practical Nurse	147	0.77%
21	08375	Automotive Mechanic	139	0.72%
23	00711	Executive Officer 2	131	0.68%
23	02569	Rehabilitation Counselor	131	0.68%
24	04513	Environmental Specialist	130	0.68%
25	08113	Equipment Operator Senior	129	0.67%
<b>TOTAL</b>			<b>8,631</b>	<b>44.96%</b>

*-Does not include Fair Authority, Community-Based Corrections, or Regents employees.*

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.



## Top 25 Classes by New Full-Time Hires, Fiscal Year 2004

Rank	Class Code	Class Title	Count	Percentage of Full-Time FY '04 Hires
1	03201	Resident Treatment Worker	131	12.5%
2	03011	Social Worker 2	79	7.5%
3	86406	Correctional Officer	72	6.9%
4	02020	Registered Nurse	37	3.5%
5	00013	Typist-Advanced	36	3.4%
6	03220	Psychiatric Security Specialist	33	3.1%
7	03089	Income Maintenance Worker 2	27	2.6%
8	00121	Information Technology Specialist 4	18	1.7%
10	00018	Clerk - Specialist	17	1.6%
10	02002	Licensed Practical Nurse	17	1.6%
14	00309	Accountant/Auditor 1	14	1.3%
14	08111	Equipment Operator	14	1.3%
14	04022	Program Planner 2	14	1.3%
14	00025	Secretary 1	14	1.3%
19	00017	Clerk-Advanced	12	1.1%
19	04513	Environmental Specialist	12	1.1%
19	15186	Physician	12	1.1%
19	08210	Transport Driver	12	1.1%
19	03040	Youth Service Worker	12	1.1%
20	07114	Installation Security Officer	11	1.0%
22	14584	Assistant Auditor 1	10	1.0%
22	03345	Child Support Recovery Officer	10	1.0%
24	00306	Accounting Clerk 2	9	0.9%
24	00806	Workforce Associate	9	0.9%
25	00710	Executive Officer 1	8	0.8%
25	00711	Executive Officer 2	8	0.8%
25	04538	Health Facilities Surveyor	8	0.8%
<b>Totals</b>			<b>656</b>	<b>62.4%</b>

NOTE: There were 1,051 total non-promotional hires in Fiscal Year 2004.

NOTE: Hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.

*-Does not include Fair Authority, Community-Based Corrections, or Regents employees.*

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Total New Full-Time Hires by Fiscal Year by Department

DEPARTMENT	FY97			FY98			FY99			FY00		
	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate
AGRICULTURE	18	428	4.2%	15	425	3.5%	24	424	5.7%	32	440	7.3%
AUDITOR	22	122	18.0%	27	120	22.5%	31	125	24.8%	32	128	25.0%
BLIND	8	92	8.7%	6	91	6.6%	3	90	3.3%	14	99	14.1%
CIVIL RIGHTS	0	29	0.0%	0	28	0.0%	1	35	2.9%	2	32	6.3%
COLLEGE AID	2	37	5.4%	2	32	6.3%	4	35	11.4%	3	35	8.6%
COMMERCE	19	322	5.9%	16	315	5.1%	32	319	10.0%	29	316	9.2%
CORRECTIONS	386	2,323	16.6%	468	2,605	18.0%	427	2,815	15.2%	478	3,089	15.6%
CULTURAL AFFAIRS	5	74	6.8%	10	83	12.0%	10	88	11.4%	5	85	5.9%
ECONOMIC DEVELOPMENT	13	134	9.7%	14	137	10.2%	21	143	14.7%	59	185	31.9%
EDUCATION	47	588	8.0%	49	590	8.3%	55	600	9.2%	41	591	6.9%
ELDER AFFAIRS	1	28	3.6%	1	25	4.0%	3	27	11.1%	4	26	15.4%
ETHICS CAMPAIGN DISCLOSURE	0	8	0.0%	3	8	37.5%	1	8	12.5%	0	8	0.0%
GENERAL SERVICES	22	311	7.1%	33	202	16.3%	25	212	11.8%	24	212	11.3%
GOVERNOR'S OFFICE	4	42	9.5%	2	36	5.6%	23	41	56.1%	8	47	17.0%
HUMAN RIGHTS	2	44	4.5%	4	43	9.3%	8	47	17.0%	9	48	18.8%
HUMAN SERVICES	254	5,176	4.9%	391	5,172	7.6%	557	5,320	10.7%	533	5,428	9.8%
INFORMATION TECHNOLOGY	*	*	*	6	137	4.4%	6	137	4.4%	10	144	6.9%
INSPECTIONS AND APPEALS	46	424	10.8%	37	437	8.5%	28	449	6.2%	47	468	10.0%
IOWA COMMUNICATIONS NETWORK	13	44	29.5%	18	70	25.7%	24	88	27.3%	11	93	11.8%
IOWA PUBLIC TELEVISION	10	124	8.1%	16	129	12.4%	21	139	15.1%	11	135	8.1%
JUSTICE	19	194	9.8%	15	197	7.6%	23	204	11.3%	28	208	13.5%
LAW ENFORCEMENT ACADEMY	3	27	11.1%	2	26	7.7%	4	31	12.9%	0	29	0.0%
MANAGEMENT	0	32	0.0%	0	31	0.0%	0	27	0.0%	5	31	16.1%
NATURAL RESOURCES	42	791	5.3%	34	797	4.3%	44	803	5.5%	57	836	6.8%
PAROLE	0	9	0.0%	0	11	0.0%	1	10	10.0%	1	12	8.3%
PERSONNEL	8	133	6.0%	14	144	9.7%	11	144	7.6%	25	159	15.7%
PUBLIC DEFENSE	13	222	5.9%	28	223	12.6%	52	265	19.6%	29	276	10.5%
PUBLIC EMPLOYMENT RELATIONS	0	12	0.0%	1	12	8.3%	0	12	0.0%	1	12	8.3%
PUBLIC HEALTH	12	278	4.3%	24	309	7.8%	37	329	11.2%	38	346	11.0%
PUBLIC SAFETY	59	886	6.7%	53	891	5.9%	79	916	8.6%	63	943	6.7%
REVENUE AND FINANCE	23	592	3.9%	11	572	1.9%	31	557	5.5%	28	566	4.9%
SECRETARY OF STATE	1	36	2.8%	5	40	12.5%	6	38	15.8%	4	40	10.0%
TRANSPORTATION	162	3,444	4.7%	181	3,426	5.3%	337	3,552	9.5%	199	3,589	5.6%
TREASURER	5	23	21.7%	2	20	10.0%	12	20	60.0%	6	21	28.6%
VETERANS AFFAIRS	93	719	12.9%	88	710	12.4%	87	697	12.5%	102	762	13.4%
WORKFORCE DEVELOPMENT	31	892	3.5%	45	864	5.2%	39	850	4.6%	46	847	5.4%
GRAND TOTALS	1,343	18,640	7.2%	1,621	18,958	8.6%	2,077	19,617	10.6%	1,984	20,246	9.8%

\* Department not in existence at the time.

**NOTE:** New hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Total New Full-Time Hires by Fiscal Year by Department (cont.)

DEPARTMENT	FY 01			FY 02			FY 03			FY 04		
	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate
ADMINISTRATIVE SERVICES	*	*	*	*	*	*	*	*	*	23	366	6.3%
AGRICULTURE	20	432	4.6%	9	381	2.4%	17	385	4.4%	10	381	2.6%
AUDITOR	20	117	17.1%	3	101	3.0%	12	103	11.7%	10	100	10.0%
BLIND	9	100	9.0%	5	95	5.3%	9	100	9.0%	5	102	4.9%
CIVIL RIGHTS	5	36	13.9%	0	35	0.0%	0	28	0.0%	1	27	3.7%
COLLEGE AID	5	35	14.3%	2	36	5.6%	0	37	0.0%	3	36	8.3%
COMMERCE	20	314	6.4%	10	293	3.4%	12	287	4.2%	36	308	11.7%
CORRECTIONS	234	3,074	7.6%	71	2,863	2.5%	309	2,977	10.4%	114	2,939	3.9%
CULTURAL AFFAIRS	4	83	4.8%	0	70	0.0%	5	63	7.9%	9	65	13.8%
ECONOMIC DEVELOPMENT	23	190	12.1%	25	201	12.4%	13	207	6.3%	14	216	6.5%
EDUCATION	58	613	9.5%	38	612	6.2%	32	599	5.3%	23	609	3.8%
ELDER AFFAIRS	6	31	19.4%	4	29	13.8%	0	29	0.0%	2	24	8.3%
ETHICS/CAMPAIGN DISCLOSURE	0	8	0.0%	0	5	0.0%	0	6	0.0%	0	6	0.0%
GENERAL SERVICES	13	206	6.3%	4	174	2.3%	9	162	5.6%	**	**	**
GOVERNOR'S OFFICE	4	47	8.5%	7	44	15.9%	11	39	28.2%	4	40	10.0%
HUMAN RIGHTS	1	52	1.9%	3	51	5.9%	2	51	3.9%	6	54	11.1%
HUMAN SERVICES	545	5,477	10.0%	241	5,136	4.7%	266	5,038	5.3%	381	5,146	7.4%
INFORMATION TECHNOLOGY	19	136	14.0%	4	113	3.5%	8	116	6.9%	**	**	**
INSPECTIONS AND APPEALS	31	481	6.4%	17	456	3.7%	28	459	6.1%	31	474	6.5%
IOWA COMMUNICATIONS NETWORK	16	99	16.2%	5	97	5.2%	7	95	7.4%	5	96	5.2%
IOWA PUBLIC TELEVISION	13	129	10.1%	5	123	4.1%	0	112	0.0%	6	116	5.2%
JUSTICE	13	218	6.0%	10	210	4.8%	3	202	1.5%	15	207	7.2%
LAW ENFORCEMENT ACADEMY	3	31	9.7%	1	30	3.3%	0	27	0.0%	0	27	0.0%
MANAGEMENT	1	30	3.3%	1	27	3.7%	0	27	0.0%	1	28	3.6%
NATURAL RESOURCES	40	864	4.6%	36	853	4.2%	50	880	5.7%	49	898	5.5%
PAROLE	1	12	8.3%	1	11	9.1%	0	10	0.0%	0	11	0.0%
PERSONNEL	12	159	7.5%	6	148	4.1%	5	151	3.3%	**	**	**
IPERS**	*	*	*	*	*	*	*	*	*	1	86	1.2%
PUBLIC DEFENSE	28	294	9.5%	26	306	8.5%	32	327	9.8%	49	366	13.4%
PUBLIC EMPLOYMENT RELATIONS	0	12	0.0%	0	9	0.0%	1	10	10.0%	0	10	0.0%
PUBLIC HEALTH	49	373	13.1%	32	372	8.6%	40	397	10.1%	23	388	5.9%
PUBLIC SAFETY	71	946	7.5%	5	898	0.6%	7	861	0.8%	16	838	1.9%
REVENUE***	12	560	2.1%	3	491	0.6%	3	473	0.6%	23	359	6.4%
LOTTERY***	*	*	*	*	*	*	*	*	*	1	108	0.9%
SECRETARY OF STATE	3	41	7.3%	0	30	0.0%	7	34	20.6%	4	35	11.4%
TRANSPORTATION	156	3,533	4.4%	8	3,139	0.3%	136	3,163	4.3%	57	3,156	1.8%
TREASURER	8	21	38.1%	5	24	20.8%	7	21	33.3%	6	24	25.0%
VETERANS AFFAIRS	82	754	10.9%	54	733	7.4%	74	736	10.1%	86	769	11.2%
WORKFORCE DEVELOPMENT	45	851	5.3%	12	757	1.6%	28	765	3.7%	37	783	4.7%
GRAND TOTALS	1,570	20,359	7.7%	653	18,953	3.4%	1,133	18,977	6.0%	1,051	19,198	5.5%

\* Department not in existence at the time.

\*\* Former individual departments, which now make up the Department of Administrative Services.

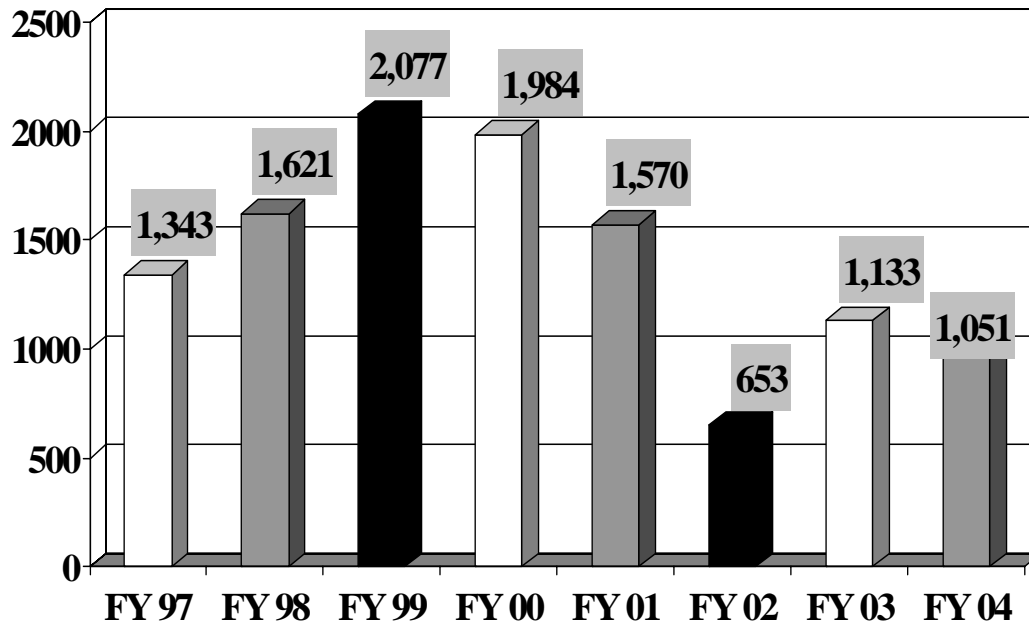
\*\*\* Formerly part of other department and now are their own department (IPERS, Revenue & Lottery).

**NOTE:** New hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Total New Full-Time Hires by Fiscal Year

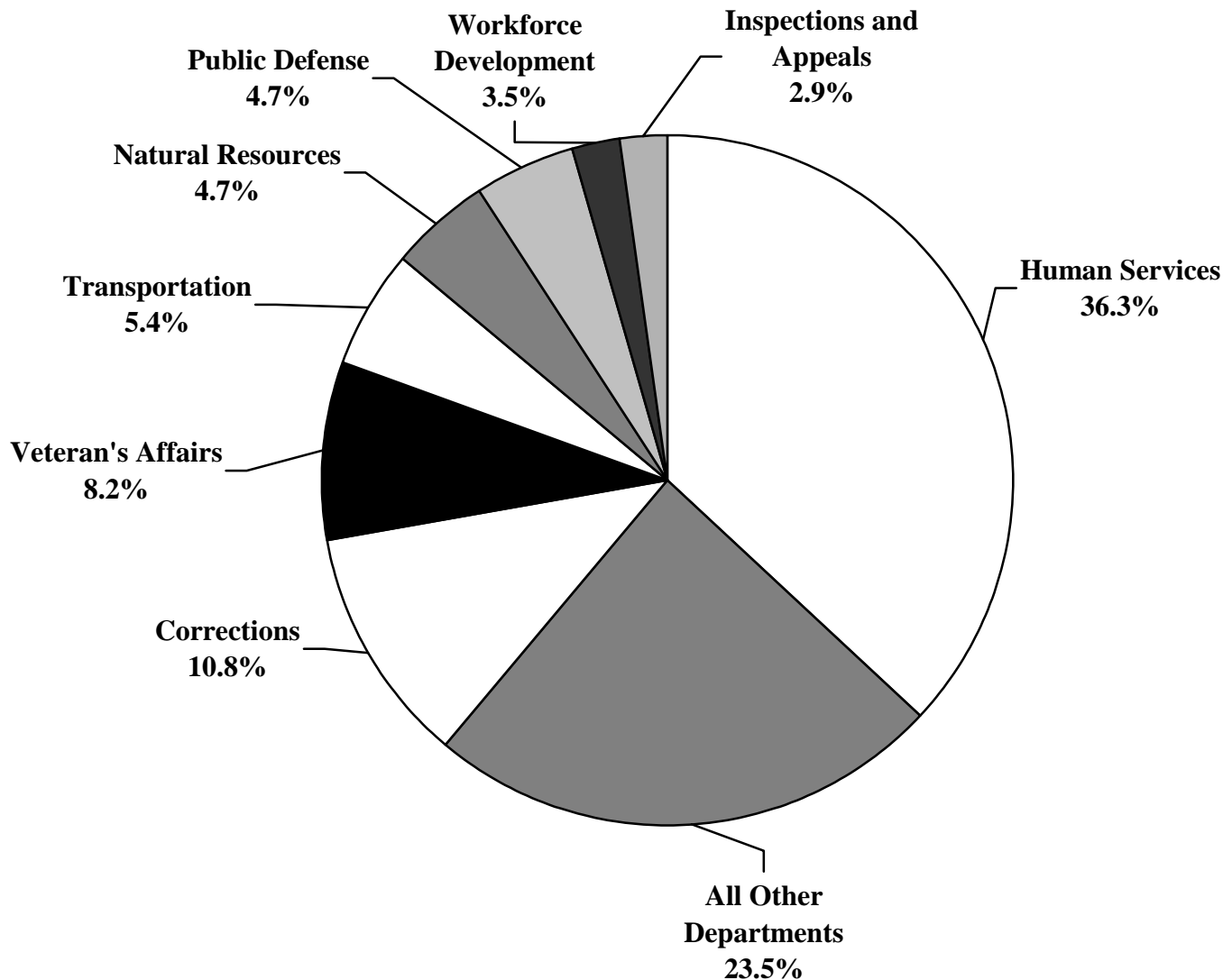


NOTE: New hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.

*-Does not include Fair Authority, Community-Based Corrections, or Regents employees.*

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## New Full-Time Hire Percentages by Department, Fiscal Year 2004



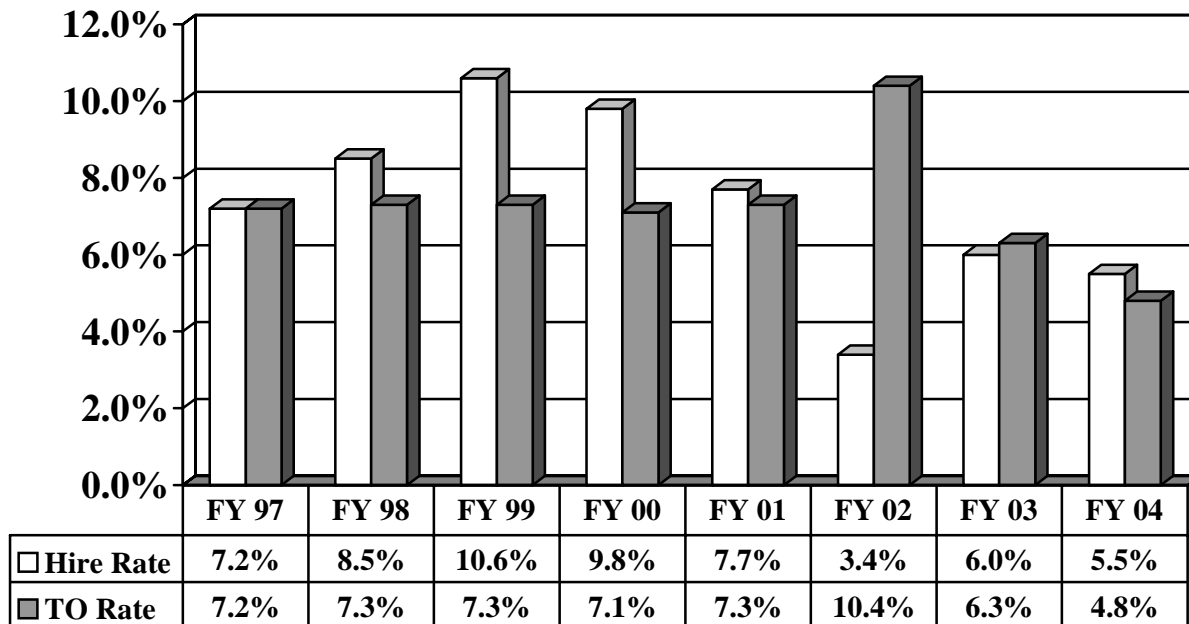
NOTE: Percentages are rounded and may not sum to exactly 100%.

NOTE: New hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.

*-Does not include Fair Authority, Community-Based Corrections, or Regents employees.*

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

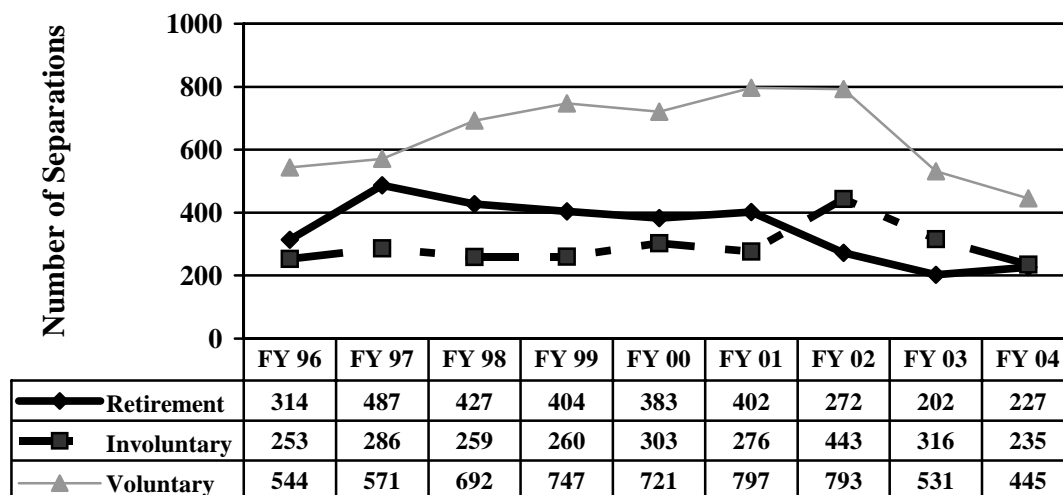
## Executive Branch Full-Time Employee New Hire Rate and Separation Rate



NOTE: Hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.

NOTE: Executive Branch separation rate includes only individuals who have left Executive Branch employment.

## Separation Type



-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Top 25 Executive Branch Separations by Class, Fiscal Year 2004

Rank	Class Code	Class Title	Separations Within Class	Percentage of FY '04 Separations
1	03201	Resident Treatment Worker	115	12.7%
2	86406	Correctional Officer	102	11.2%
3	03011	Social Worker 2	35	3.9%
4	02020	Registered Nurse	32	3.5%
5	03089	Income Maintenance Worker 2	23	2.5%
6	00013	Typist-Advanced	22	2.4%
7	02002	Licensed Practical Nurse	15	1.7%
8	08111	Equipment Operator	14	1.5%
9	16000	Trooper	12	1.3%
12	03016	Social Worker 3	11	1.2%
12	03040	Youth Services Worker	11	1.2%
12	04022	Program Planner 2	11	1.2%
13	03220	Psychiatric Security Specialist	9	1.0%
16	00018	Clerk - Specialist	8	0.9%
16	00026	Secretary 2	8	0.9%
16	00121	Information Technician Specialist 4	8	0.9%
18	00807	Workforce Advisor	8	0.9%
18	01071	Education Program Consultant	8	0.9%
21	05355	Conservation Officer	8	0.9%
21	86419	Correctional Counselor	8	0.9%
21	00017	Clerk - Advanced	7	0.8%
25	00711	Executive Officer 2	7	0.8%
25	07200	Food Service Worker	7	0.8%
25	10170	Special Agent	7	0.8%
25	15186	Physician	7	0.8%
<b>TOTALS</b>			<b>503</b>	<b>55.5%</b>

NOTE: There were a total of 907 individuals who separated from Executive Branch employment in Fiscal Year 2004.

*-Does not include Fair Authority, Community-Based Corrections, or Regents employees.*

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Executive Branch Separations by Department

DEPARTMENT	FY 97			FY 98			FY 99			FY 00		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
AGRICULTURE	16	3	7	8	2	9	18	1	5	13	2	12
AUDITOR	1	0	12	1	0	23	0	1	20	1	0	24
BLIND	3	0	3	1	2	3	0	0	4	3	1	5
CIVIL RIGHTS	0	0	1	0	0	0	0	0	1	0	0	1
COLLEGE AID	0	1	1	1	1	2	0	0	2	2	0	0
COMMERCE	7	1	19	7	0	15	5	1	23	8	4	19
CORRECTIONS	39	51	87	35	52	111	33	55	118	31	62	134
CULTURAL AFFAIRS	1	0	3	0	1	3	0	1	1	1	1	6
ECONOMIC DEVELOPMENT	1	0	9	3	0	8	2	0	16	1	1	22
EDUCATION	21	8	22	24	4	28	20	5	22	22	3	27
ELDER AFFAIRS	0	0	0	3	0	1	0	2	1	1	0	4
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	1	1	0	0	0	0	1
GENERAL SERVICES	16	9	22	11	7	8	5	1	9	6	6	6
GOVERNOR'S OFFICE	0	5	2	0	5	2	4	0	15	1	0	2
HUMAN RIGHTS	0	0	1	3	0	3	1	1	3	0	2	4
HUMAN SERVICES	130	87	175	109	67	205	93	91	217	82	115	198
INFORMATION TECHNOLOGY	*	*	*	6	0	4	4	1	3	3	0	2
INSPECTIONS AND APPEALS	9	1	10	7	6	17	10	3	14	17	3	14
IOWA COMMUNICATIONS NTRK	1	0	8	0	2	4	1	3	9	2	0	6
IOWA PUBLIC TELEVISION	2	1	2	4	2	3	1	0	7	1	2	12
JUSTICE	0	0	6	1	1	10	1	3	7	2	1	13
LAW ENFORCEMENT ACADEMY	1	0	0	0	0	0	0	0	2	0	1	0
MANAGEMENT	1	0	0	0	0	2	0	0	4	0	0	1
NATURAL RESOURCES	7	1	17	17	2	20	22	2	17	11	3	16
PAROLE	0	0	0	0	0	0	1	0	1	0	0	1
PERSONNEL	3	2	7	1	1	8	5	1	8	4	2	10
PUBLIC DEFENSE	4	3	10	5	4	18	5	0	11	7	2	11
PERB	1	0	0	0	0	0	0	0	0	0	0	0
PUBLIC HEALTH	6	2	5	6	2	9	5	3	11	10	6	12
PUBLIC SAFETY	20	2	13	17	1	27	29	3	20	11	4	15
REVENUE AND FINANCE	16	4	15	14	4	15	9	6	16	12	5	7
SECRETARY OF STATE	1	0	0	3	0	4	1	0	8	1	0	1
TRANSPORTATION	141	47	50	105	44	46	92	37	67	77	38	75
TREASURER	1	2	2	0	2	3	0	2	7	0	1	2
VETERAN'S AFFAIRS	11	41	43	5	40	48	14	33	50	15	31	39
WORKFORCE DEVELOPMENT	27	15	19	30	7	32	22	4	28	38	7	19
GRAND TOTALS	487	286	571	427	259	692	404	260	747	383	303	721
AVERAGE AGE	61.84	42.75	38.07	62.01	42.39	37.66	61.55	39.63	37.73	61.52	40.51	37.14
AVERAGE LENGTH OF SERVICE	24.83	9.17	6.67	23.59	7.61	5.52	23.37	6.67	5.59	23.97	6.96	4.77

Retires - Retirements

Terms - Involuntary Separations

Quits - Voluntary Separations

\* Department not in existence at the time.

NOTE: Executive Branch separations includes only individuals who have left Executive Branch employment.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.



## Executive Branch Separations by Department (cont.)

DEPARTMENT	FY 01			FY 02			FY 03			FY 04		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
ADMINISTRATION SERVICES	*	*	*	*	*	*	*	*	*	3	8	11
AGRICULTURE	7	3	13	8	14	11	1	3	7	7	4	4
AUDITOR	1	0	21	1	6	10	0	0	6	2	1	9
BLIND	5	0	3	4	4	1	1	1	1	2	1	1
CIVIL RIGHTS	1	0	0	1	0	0	0	0	1	0	0	1
COLLEGE AID	1	0	3	1	0	1	1	0	0	0	0	5
COMMERCE	9	1	17	3	11	10	4	0	8	1	7	6
CORRECTIONS	26	64	140	24	64	138	18	69	94	45	34	79
CULTURAL AFFAIRS	0	2	6	0	6	4	0	3	3	2	1	3
ECONOMIC DEVELOPMENT	5	2	14	1	1	17	2	3	12	0	4	5
EDUCATION	24	6	20	13	2	22	8	20	12	5	3	15
ELDER AFFAIRS	3	1	1	1	1	3	1	0	1	0	0	1
ETHICS/CAMPAIGN DISCLOSURE	0	0		1	0	0	0	0	0	0	0	0
GENERAL SERVICES	8	2	14	3	13	12	4	6	2	*	*	*
GOVERNOR'S OFFICE	1	0	3	0	0	10	0	2	6	0	0	1
HUMAN RIGHTS	1	1	1	0	1	2	0	1	1	0	0	2
HUMAN SERVICES	114	112	236	85	163	253	71	105	152	53	100	137
INFORMATION TECHNOLOGY	2	2	4	2	10	2	1	2	7	*	*	*
INSPECTIONS AND APPEALS	10	4	12	3	4	23	8	16	27	7	4	14
IOWA COMMUNICATIONS NTRWK	1	1	9	0	0	5	1	1	6	0	0	2
IOWA PUBLIC TELEVISION	4	2	9	1	1	5	0	1	5	1	0	1
JUSTICE	2	0	6	0	0	14	2	0	7	0	0	7
LAW ENFORCEMENT ACADEMY	0	0	1	1	0	0	2	0	0	0	0	0
MANAGEMENT	0	2	1	0	0	1	0	0	0	0	0	0
NATURAL RESOURCES	13	2	17	7	2	23	10	2	11	24	8	10
PAROLE	0	0	1	1	1	0	0	0	0	0	0	0
PERSONNEL	1	0	10	1	1	6	0	2	1	*	*	*
IPERS	*	*	*	*	*	*	*	*	*	1	1	2
PUBLIC DEFENSE	2	1	12	6	4	9	0	3	12	3	4	12
PUBLIC EMPLOYMENT RELATION	0	0	0	0	3	0	0	0	0	0	0	0
PUBLIC HEALTH	6	4	15	10	5	15	6	3	15	6	3	23
PUBLIC SAFETY	21	7	29	17	8	18	12	4	21	13	7	19
REVENUE*	11	3	6	7	16	5	8	5	2	4	5	2
LOTTERY	*	*	*	*	*	*	*	*	*	0	0	0
SECRETARY OF STATE	0	0	2	0	4	3	0	0	1	1	0	2
TRANSPORTATION	85	25	93	44	60	106	27	29	48	19	22	26
TREASURER	0	2	6	0	1	1	0	2	7	0	0	2
VETERAN'S AFFAIRS	12	19	53	11	20	39	6	28	48	15	13	36
WORKFORCE DEVELOPMENT	26	8	19	15	17	24	8	5	7	13	5	7
GRAND TOTALS	402	276	797	272	443	793	202	316	531	227	235	445
AVERAGE AGE	61.17	40.99	37.08	61.32	42.27	37.38	60.76	42.87	37.72	60.58	43.15	38.21
AVERAGE LENGTH OF SERVICE	24.74	6.44	4.36	22.73	8.21	5.20	21.40	7.84	5.70	23.76	7.74	5.17

Retires - Retirements

Terms - Involuntary Separations

Quits - Voluntary Separations

\* Department not in existence at the time, or formerly part of another department.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

# Executive Branch Hire & Separation Rates by Department

DEPARTMENT	FT Employees FY '03	FT Employees FY '04	Hires	Transfer In	Retires	Terms	Quits	Early Out	Transfer Out	Hire Rate	Separation Rate
ADMINISTRATION SERVICES	*	366	23	4	3	8	11	0	12	NA	NA
AGRICULTURE	385	381	10	4	7	4	4	0	1	3.66%	4.18%
AUDITOR	103	100	10	0	2	1	9	0	1	9.85%	12.81%
BLIND	100	102	5	0	2	1	1	0	1	4.95%	4.95%
CIVIL RIGHTS	28	27	1	0	0	0	1	0	1	3.64%	7.27%
COLLEGE AID	37	36	3	0	0	0	5	0	0	8.22%	13.70%
COMMERCE	287	308	36	3	1	7	6	0	4	13.11%	6.05%
CORRECTIONS	2,977	2,939	114	9	45	34	79	0	12	4.16%	5.75%
CULTURAL AFFAIRS	63	65	9	0	2	1	3	0	0	14.06%	9.38%
ECONOMIC DEVELOPMENT	207	216	14	4	0	4	5	0	1	8.51%	4.73%
EDUCATION	599	609	23	7	5	3	15	0	3	4.97%	4.30%
ELDER AFFAIRS	29	24	2	0	0	0	1	0	6	7.55%	26.42%
ETHICS/CAMPAIGN DISCLOSURE	6	6	0	0	0	0	0	0	0	0.00%	0.00%
GENERAL SERVICES	162	**	**	**	**	**	**	0	**	NA	NA
GOVERNOR'S OFFICE	39	40	4	1	0	0	1	0	3	12.66%	10.13%
HUMAN RIGHTS	51	54	6	0	0	0	2	0	2	11.43%	7.62%
HUMAN SERVICES	5,038	5,146	381	13	53	100	137	0	24	7.74%	6.17%
INFORMATION TECHNOLOGY	116	**	**	**	**	**	**	0	**	NA	NA
INSPECTIONS AND APPEALS	459	474	31	12	7	4	14	0	8	9.22%	7.07%
IOWA COMMUNICATIONS NTRWK	95	96	5	0	0	0	2	0	1	5.24%	3.14%
IOWA PUBLIC TELEVISION	112	116	6	0	1	0	1	0	0	5.26%	1.75%
JUSTICE	202	207	15	0	0	0	7	0	4	7.33%	5.38%
LAW ENFORCEMENT ACADEMY	27	27	0	0	0	0	0	0	0	0.00%	0.00%
MANAGEMENT	27	28	1	1	0	0	0	0	2	7.27%	7.27%
NATURAL RESOURCES	880	898	49	2	24	8	10	0	5	5.74%	5.29%
PAROLE	10	11	0	0	0	0	0	0	0	0.00%	0.00%
PERSONNEL	151	**	**	**	**	**	**	0	**	NA	NA
IPERS	NA	86	1	2	1	1	2	0	1	NA	NA
PUBLIC DEFENSE	327	366	49	6	3	4	12	0	2	15.87%	6.06%
PUBLIC EMPLOYMENT RELATIONS	10	10	0	0	0	0	0	0	0	0.00%	0.00%
PUBLIC HEALTH	397	388	23	5	6	3	23	0	4	7.13%	9.17%
PUBLIC SAFETY	861	838	16	2	13	7	19	0	0	2.12%	4.59%
REVENUE***	473	359	23	1	4	5	2	0	4	5.77%	3.61%
LOTTERY***	NA	108	1	0	0	0	0	0	0	NA	NA
SECRETARY OF STATE	34	35	4	0	1	0	2	0	0	11.59%	8.70%
TRANSPORTATION	3,163	3,156	57	****	19	22	26	0	****	NA	NA
TREASURER	21	24	6	1	0	0	2	0	1	31.11%	13.33%
VETERAN'S AFFAIRS	736	769	86	6	15	13	36	0	1	12.23%	8.64%
WORKFORCE DEVELOPMENT	765	783	37	14	13	5	7	0	11	6.59%	4.65%

Retires - Retirements

Terms - Involuntary Separations

Quits - Voluntary Separations

**NOTE:** Transfer In and Transfer Out indicate movement from one executive branch department to another only. Intra-agency transfers are not included.

**NOTE:** Rates determined by dividing by the average of FY '03 FT employee headcount and FY '04 FT employee headcount. These two figures represent the beginning and the end FT employee headcounts for FY '04.

**NOTE:** Large rates for small department are misleading because they are a function of the small number of employees in that department. (ex: Governor's Office & Treasurer's Office).

\* Department not in existence at the time.

\*\* Former individual departments, which now make up the Department of Administrative Services.

\*\*\* Formerly part of other department and now are their own department (IPERS, Revenue & Lottery)

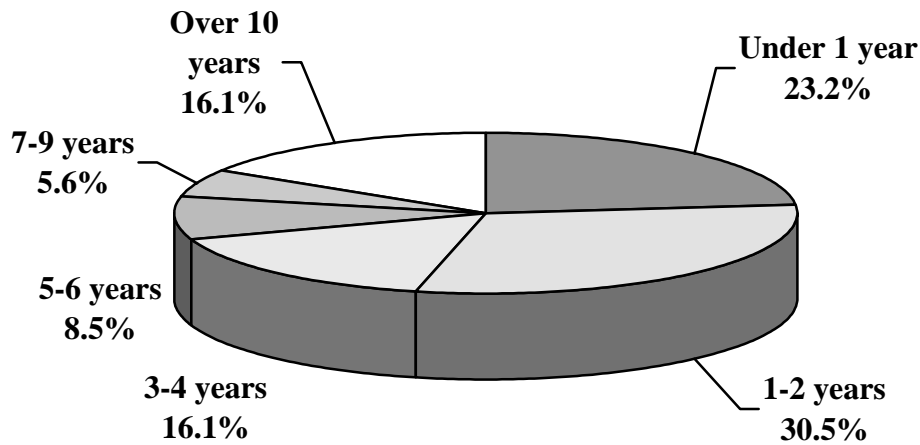
\*\*\*\* Data not available.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

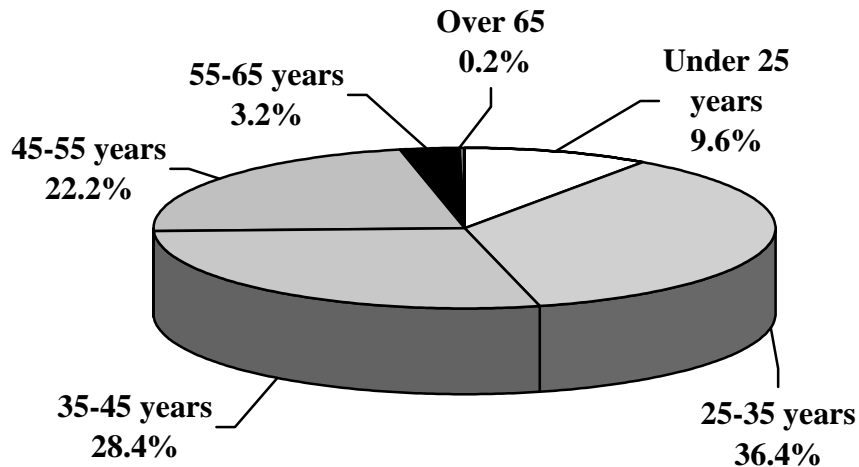
Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Voluntary Executive Branch Separations by Length of Service

(5 YEAR AVERAGE)



## Voluntary Executive Branch Separations by Age Group



(5 YEAR AVERAGE)

**NOTE:** Voluntary Executive Branch separations include only individuals who have voluntarily left Executive Branch employment. Retirements and employees choosing the early out option are not included in voluntary separations. Also, percentages are rounded and may not sum to exactly 100%.

*-Does not include Fair Authority, Community-Based Corrections, or Regents employees.*

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Separation Payouts by Department, Fiscal Year 2004

DEPARTMENT	Vacation Payout	Sick Leave Payout
ADMINISTRATIVE SERVICES	\$5,647,292.14	\$6,592.42
AGRICULTURE	\$68,051.30	\$14,019.81
AUDITOR	\$37,017.04	\$4,000.00
BLIND	\$35,873.15	\$2,114.50
CIVIL RIGHTS	\$6,885.81	\$0.00
COLLEGE AID	\$21,573.51	\$0.00
COMMERCE	\$110,807.91	\$4,000.00
CORRECTIONS	\$438,917.85	\$81,102.64
CULTURAL AFFAIRS	\$30,639.46	\$4,000.00
ECONOMIC DEVELOPMENT	\$25,653.26	\$0.00
EDUCATION	\$56,644.67	\$8,191.90
ELDER AFFAIRS	\$9,831.91	\$0.00
ETHICS/CAMPAIGN DISCLOSURE	\$1,202.24	\$0.00
GENERAL SERVICES	*	*
GOVERNOR'S OFFICE	\$6,190.80	\$0.00
HUMAN RIGHTS	\$13,557.14	\$0.00
HUMAN SERVICES	\$494,682.55	\$90,284.05
INFORMATION TECHNOLOGY	*	*
INSPECTIONS AND APPEALS	\$71,505.46	\$12,141.60
IOWA COMMUNICATIONS NETWORK	\$19,453.54	\$1,354.42
IOWA PUBLIC TELEVISION	\$1,847.67	\$149.86
JUSTICE	\$17,506.58	\$0.00
LAW ENFORCEMENT ACADEMY	\$0.00	\$0.00
MANAGEMENT	\$0.00	\$0.00
NATURAL RESOURCES	\$277,081.53	\$18,000.00
PAROLE BOARD	\$0.00	\$0.00
PERSONNEL	*	*
IPERS**	\$31,057.94	\$283.47
PUBLIC DEFENSE	\$14,903.45	\$4,000.00
PUBLIC EMPLOYMENT RELATIONS	\$0.00	\$0.00
PUBLIC HEALTH	\$64,207.83	\$8,288.33
PUBLIC SAFETY	\$228,149.29	\$1,747.73
REVENUE**	\$61,199.41	\$12,032.38
LOTTERY**	\$29,048.20	\$0.00
SECRETARY OF STATE	\$11,892.77	\$1,997.87
TRANSPORTATION	\$184,388.17	\$36,958.45
TREASURER	\$8,618.50	\$0.00
VETERAN AFFAIRS	\$107,368.80	\$20,880.01
WORKFORCE DEVELOPMENT	\$73,540.50	\$19,320.02
GRAND TOTALS	\$8,206,590.38	\$351,459.46

\* Former individual departments, which now make up the Department of Administrative Services.

\*\* Formerly part of other department and now are their own department (IPERS, Revenue & Lottery).

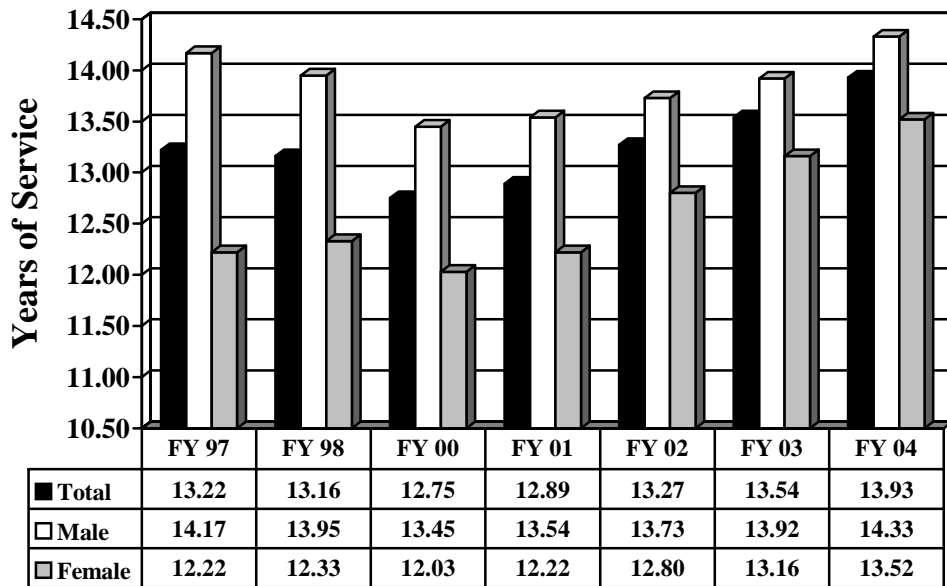
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE & Iowa Department of Transportation - HRIS: TMohning.

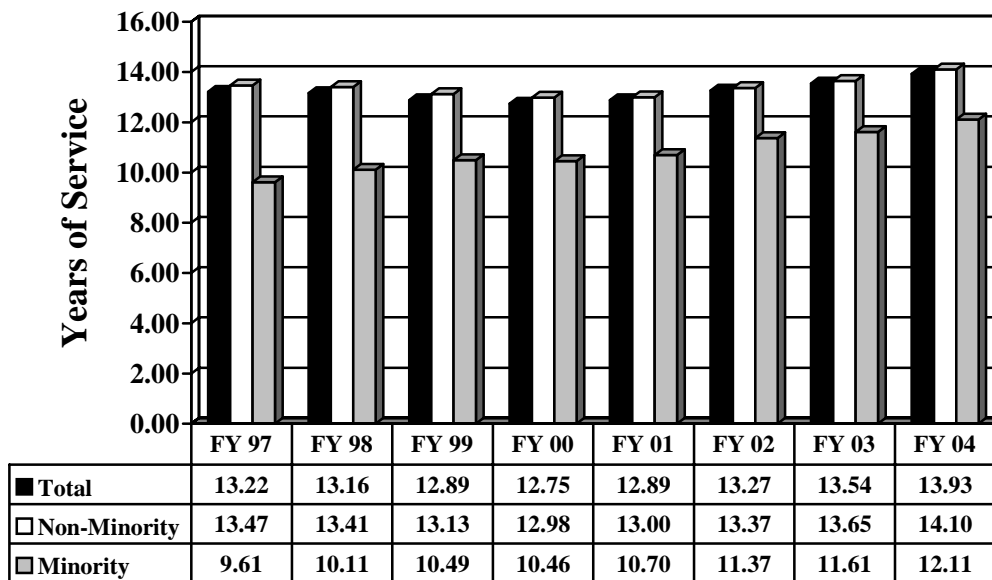
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- The average age of the 19,198 full-time employees working in the Executive Branch was 46.35 years old and the average time worked for the State was 13.93 years.
- Males were, on average, 46.39 years old and had worked for the State for 14.33 years.
- Females were, on average, 46.31 years old and had worked for the State for 13.52 years.
- Racial/ethnic minorities were, on average, 45.18 years old and had worked for the State for 12.11 years.
- Non-minorities were, on average, 46.41 years old and had worked for the State for 14.10 years.
- Over 58% of the total workforce was over 45 years of age.
- Over 74% of supervisors were over 45 years of age.
- Of the 36 agencies reported on, 30, or 83.3% had an average age over 45 and only two departments' average age was below 40.

## Average Length of Service by Gender



## Average Length of Service by Minority Status



**NOTE:** Minority status based on self-report during orientation process for new employees. Reporting not required.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Average Length of Service & Age by Department, Fiscal Year 2004

Department	Workforce	Ave LOS	Ave Age
ADMINISTRATIVE SERVICES	366	15.09	48.10
AGRICULTURE	381	14.83	49.11
AUDITOR	100	10.80	38.12
BLIND	102	12.46	48.19
CIVIL RIGHTS	27	13.87	51.51
COLLEGE AID	36	12.94	48.65
COMMERCE	308	13.77	47.68
CORRECTIONS	2,939	11.19	44.46
CULTURAL AFFAIRS	65	12.84	49.15
ECONOMIC DEVELOPMENT	216	8.87	45.86
EDUCATION	609	13.54	48.64
ELDER AFFAIRS	24	10.66	48.76
ETHICS/CAMPAIGN DISCLOSURE	6	12.85	50.72
GENERAL SERVICES	*	*	*
GOVERNOR'S OFFICE	40	6.85	42.09
HUMAN RIGHTS	54	12.10	48.34
HUMAN SERVICES	5,146	14.47	46.17
INFORMATION TECHNOLOGY	*	*	*
INSPECTIONS AND APPEALS	474	11.66	48.16
IOWA COMMUNICATIONS NTKW	96	8.75	45.51
IOWA PUBLIC TELEVISION	116	14.12	46.62
JUSTICE	207	13.34	47.04
LAW ENFORCEMENT ACADEMY	27	13.16	53.38
MANAGEMENT	28	16.57	47.83
NATURAL RESOURCES	898	14.76	44.86
PAROLE	11	16.80	52.08
PERSONNEL	*	*	*
IPERS**	86	11.97	46.01
PUBLIC DEFENSE	366	10.00	45.75
PUBLIC EMPLOYMENT RELATIONS	10	14.07	52.21
PUBLIC HEALTH	388	10.73	46.60
PUBLIC SAFETY	838	14.64	41.99
REVENUE**	359	18.55	50.55
LOTTERY**	108	14.49	49.74
SECRETARY OF STATE	35	11.54	45.64
TRANSPORTATION	3,156	16.71	47.35
TREASURER	24	8.52	39.39
VETERAN'S AFFAIRS	769	11.20	45.02
WORKFORCE DEVELOPMENT	783	16.39	50.76
GRAND TOTALS	19,198	13.93	46.35

\* Former individual departments, which now make up the Department of Administrative Services.

\*\* Formerly part of other department and now are their own department (IPERS, Revenue & Lottery).

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Age Groups by Department, Fiscal Year 2004

DEPARTMENT	< 25	25-34	35-44	45-54	55-64	65+
ADMINISTRATIVE SERVICES	3	30	86	167	75	5
AGRICULTURE	3	31	90	142	100	15
AUDITOR	6	40	22	24	7	1
BLIND	1	14	17	44	23	3
CIVIL RIGHTS	0	0	5	12	9	1
COLLEGE AID	1	5	6	11	12	1
COMMERCE	6	33	74	114	75	6
CORRECTIONS	59	556	849	1,050	435	23
CULTURAL AFFAIRS	1	5	10	0	16	0
ECONOMIC DEVELOPMENT	2	36	61	73	39	5
EDUCATION	3	75	120	225	176	10
ELDER AFFAIRS	0	2	6	9	7	0
ETHICS/CAMPAIGN DISCLOSURE	0	0	1	4	1	0
GENERAL SERVICES	*	*	*	*	*	*
GOVERNOR'S OFFICE	4	9	6	17	4	2
HUMAN RIGHTS	0	4	20	14	14	0
HUMAN SERVICES	108	768	1,258	1,936	1,030	46
INFORMATION TECHNOLOGY	*	*	*	*	*	*
INSPECTIONS AND APPEALS	4	46	117	186	113	8
IOWA COMMUNICATIONS NTWK	0	18	28	29	20	1
IOWA PUBLIC TELEVISION	0	15	25	59	17	0
JUSTICE	1	29	50	89	37	1
LAW ENFORCEMENT ACADEMY	0	1	4	9	10	3
MANAGEMENT	0	2	6	16	4	0
NATURAL RESOURCES	11	199	221	286	176	5
PAROLE	0	0	3	4	3	1
PERSONNEL	*	*	*	*	*	*
IPERS**	0	12	32	24	14	4
PUBLIC DEFENSE	12	56	86	134	69	9
PUBLIC EMPLOYMENT RELATIONS	0	0	1	6	3	0
PUBLIC HEALTH	7	67	78	143	86	7
PUBLIC SAFETY	9	236	268	235	85	5
REVENUE**	1	20	54	168	108	8
LOTTERY**	0	6	27	44	29	2
SECRETARY OF STATE	1	6	9	13	6	0
TRANSPORTATION	24	328	814	1,275	693	22
TREASURER	2	9	3	7	3	0
VETERAN'S AFFAIRS	44	117	180	277	141	10
WORKFORCE DEVELOPMENT	1	49	144	307	259	23
<b>GRAND TOTALS</b>	<b>314</b>	<b>2,824</b>	<b>4,781</b>	<b>7,153</b>	<b>3,899</b>	<b>227</b>
<b>PERCENTAGES</b>	<b>1.6%</b>	<b>14.7%</b>	<b>24.9%</b>	<b>37.3%</b>	<b>20.3%</b>	<b>1.2%</b>

\* Former individual departments, which now make up the Department of Administrative Services.

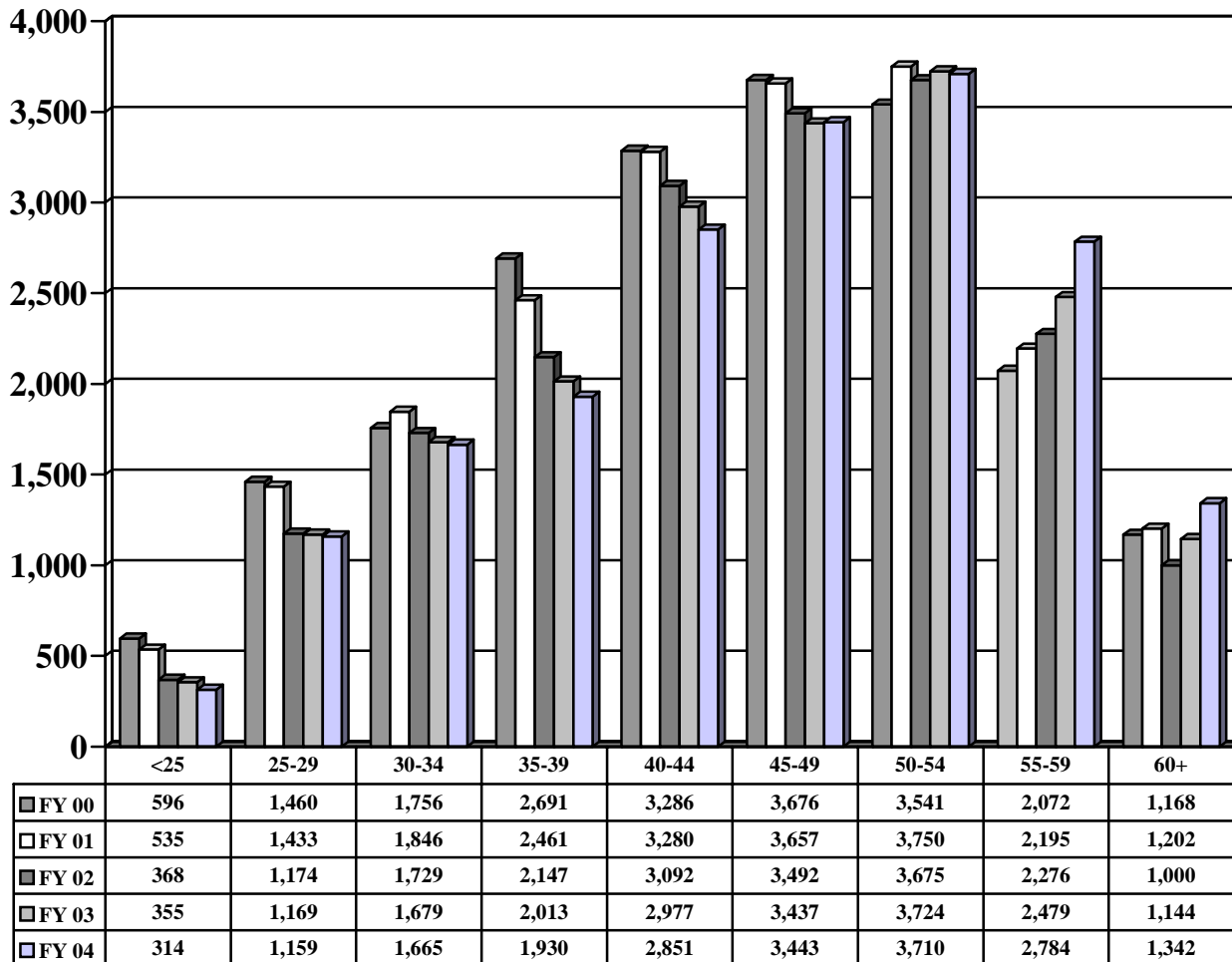
\*\* Formerly part of other department and now are their own department (IPERS, Revenue & Lottery).

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.



## Executive Branch Full-Time Employee Age Groups, Fiscal Year 2000 through Fiscal Year 2004



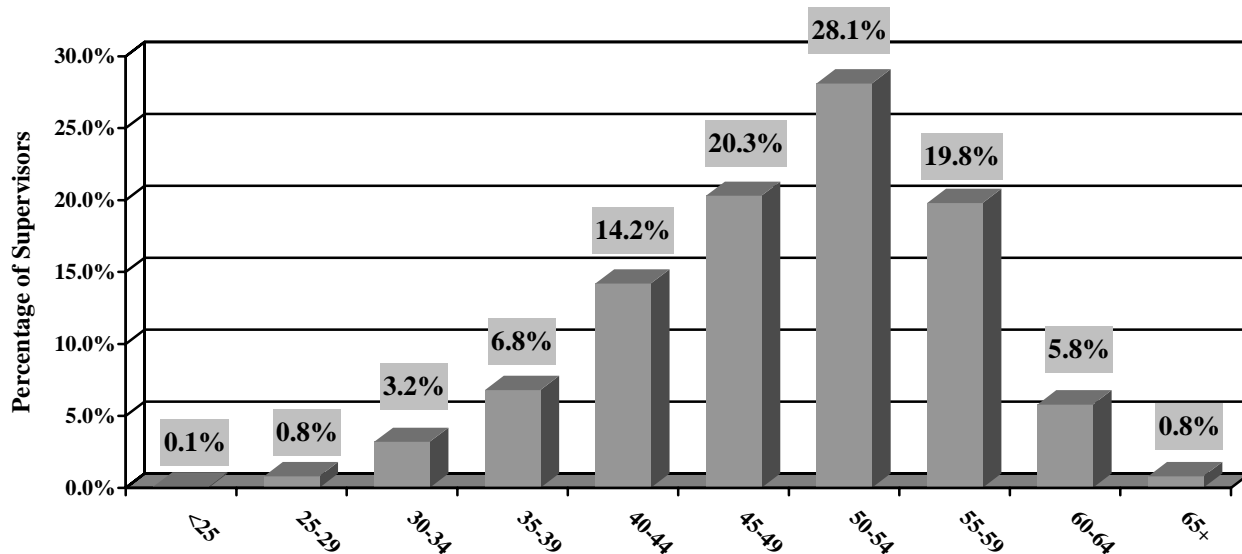
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Supervisors by Age Groups

Age Grp	FY 97		FY 98		FY 99		FY 00		FY 01		FY 02		FY 03		FY 04	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
<25	0	0.0%	2	0.1%	1	0.1%	1	0.0%	2	0.1%	0	0.0%	1	0.1%	2	0.1%
25-29	10	0.5%	13	0.7%	19	1.0%	25	1.2%	27	1.3%	15	0.8%	19	1.0%	15	0.8%
30-34	78	4.1%	77	4.0%	83	4.2%	71	3.4%	72	3.4%	52	2.9%	61	3.4%	59	3.2%
35-39	193	10.2%	193	10.1%	198	10.0%	197	9.5%	188	8.8%	158	8.7%	131	7.2%	125	6.8%
40-44	331	17.5%	327	17.0%	336	17.0%	358	17.3%	358	16.8%	297	16.4%	277	15.3%	260	14.2%
45-49	459	24.4%	461	24.0%	466	23.6%	473	22.8%	474	22.3%	396	21.8%	377	20.8%	372	20.3%
50-54	396	21.0%	423	22.0%	462	23.4%	526	25.3%	576	27.1%	533	29.4%	527	29.0%	515	28.1%
55-59	250	13.3%	275	14.3%	292	14.8%	292	14.1%	289	13.6%	278	15.3%	315	17.3%	362	19.8%
60-64	148	7.9%	126	6.6%	95	4.8%	110	5.3%	120	5.6%	77	4.2%	88	4.8%	106	5.8%
65+	20	1.1%	24	1.2%	22	1.1%	22	1.1%	19	0.9%	10	0.6%	12	0.7%	15	0.8%
<b>Totals</b>	<b>1,885</b>	<b>100%</b>	<b>1,921</b>	<b>100%</b>	<b>1,974</b>	<b>100%</b>	<b>2,075</b>	<b>100%</b>	<b>2,125</b>	<b>100%</b>	<b>1,816</b>	<b>100%</b>	<b>1,808</b>	<b>100%</b>	<b>1,831</b>	<b>100.0%</b>

## Supervisors by Age Groups, Fiscal Year 2004

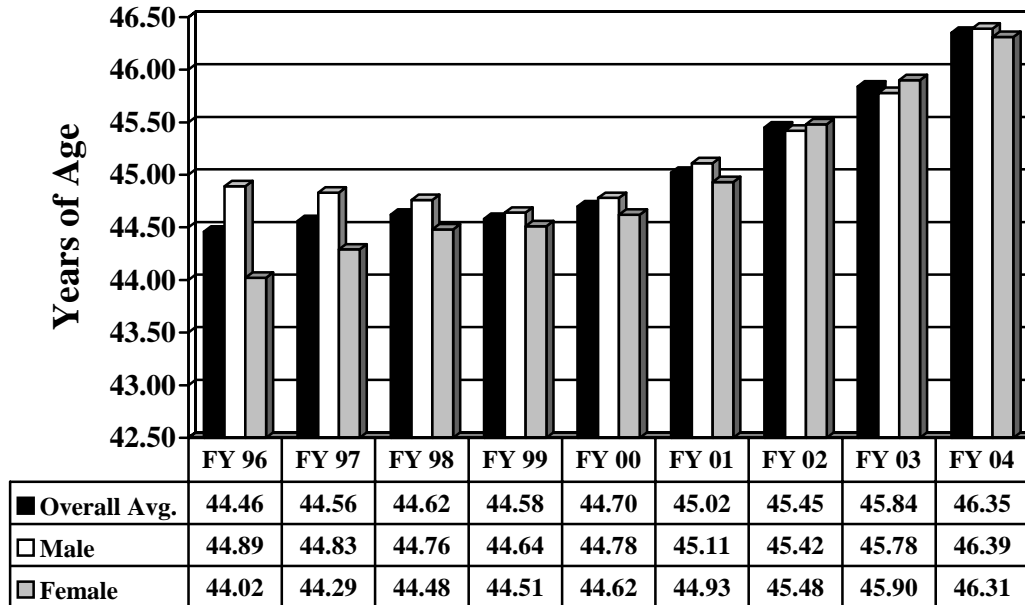


**NOTE:** Supervisors determined by identifying those classified as "Supervisory" under Bargaining Status. Also, percentages are rounded and may not sum to exactly 100%.

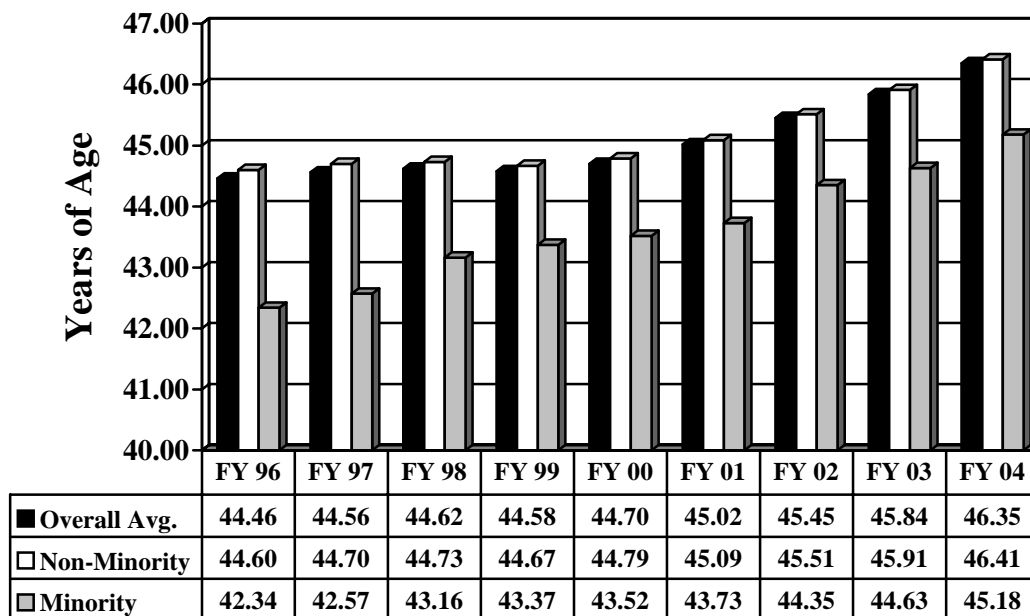
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Average Age by Gender



## Average Age by Minority Status



NOTE: Minority status based on self-report during orientation of new employees. Reporting not required.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

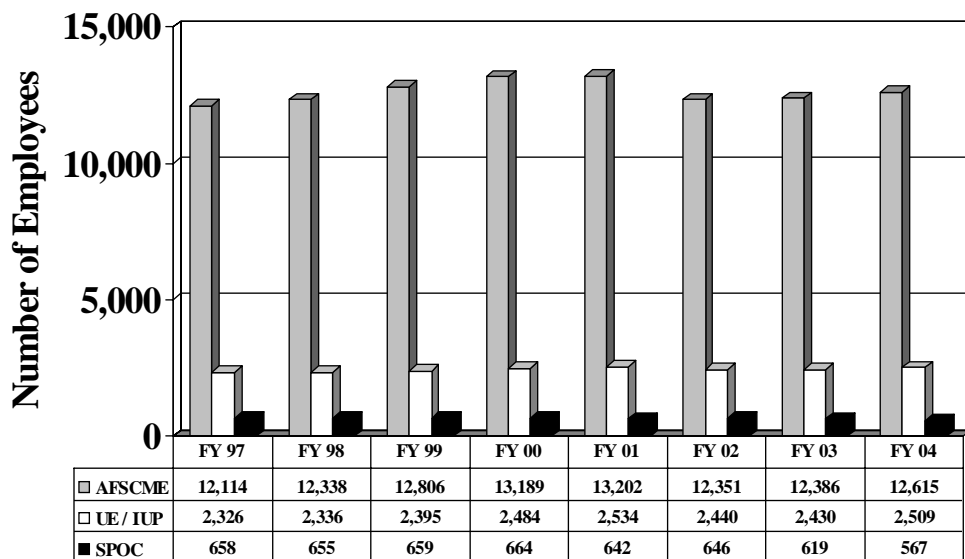
Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

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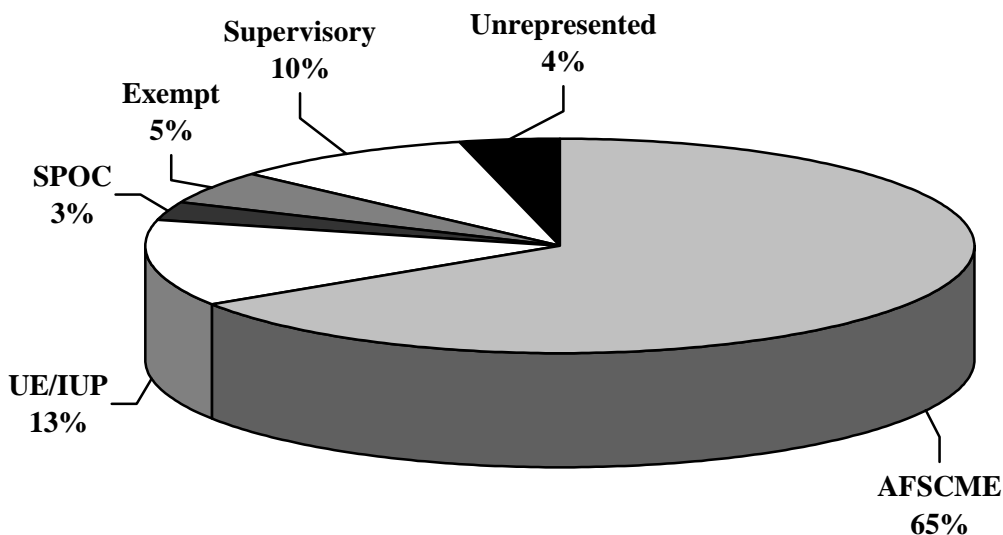
- Approximately 66% of the 19,198 full-time permanent Executive Branch employees were covered by American Federation of State, County, and Municipal Employees (AFSCME).
- Employees covered by the AFSCME bargaining agreement earned an average annual salary of \$40,734.
- Employees covered by the State Police Officers Council (SPOC) bargaining agreement earned an average annual salary of \$49,698.
- Employees covered by the United Electrical/Iowa United Professionals (UE/IUP) bargaining agreement earned an average annual salary of \$42,263.
- The 3,507 Executive branch employees not covered by a bargaining agreement earned an average annual salary of \$64,184.

- 61% of the total retirements
- 77% of the total involuntary separations
- 67% of the total voluntary separations
- Employees covered by the AFSCME bargaining agreement were, on average, 46.46 years old and had been employed in the Executive Branch for 13.43 years.
- Employees covered by the SPOC bargaining agreement were, on average, 38.81 years old and had been employed in the Executive Branch for 13.72 years.
- Employees covered by the UE/IUP bargaining agreement were, on average, 44.70 years old and had been employed in the Executive Branch for 13.12 years.

## Bargaining Unit Coverage



## Percentage of Employees by Collective Bargaining Coverage, Fiscal Year 2004



AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care bargaining units.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

Exempt - Exempt from collective bargaining and, therefore, not covered by a collective bargaining agreement.

Supervisory - Exempt from collective bargaining.

Unrepresented - Eligible for collective bargaining, but currently not organized.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Collective Bargaining Coverage by EEO-4 Category, Fiscal Year 2004

Bargaining Coverage	Category 1 Official / Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service
AFSCME	264	3,012	1,229	2,090
IUP	0	1,756	751	0
SPOC	0	0	0	567
EXEMPT	169	451	58	0
SUPERVISORY	662	636	90	245
UNREPRESENTED	1	710	15	0
<b>TOTALS</b>	<b>1,096</b>	<b>6,565</b>	<b>2,143</b>	<b>2,902</b>

Bargaining Coverage	Category 5 Paraprofessional	Category 6 Admin Support	Category 7 Skilled Craft	Category 8 Service Maintenance
AFSCME	1,669	2,014	1,567	770
IUP	2	0	0	0
SPOC	0	0	0	0
EXEMPT	89	167	0	10
SUPERVISORY	77	4	95	22
UNREPRESENTED	0	0	0	0
<b>TOTALS</b>	<b>1,837</b>	<b>2,185</b>	<b>1,662</b>	<b>802</b>

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care bargaining units. Executive branch, full-time employees only.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

Exempt - Exempt from collective bargaining.

Supervisory - Exempt from collective bargaining.

Unrepresented - Eligible for collective bargaining, but currently not organized.

EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories. By definition, elected officials are not included in EEO-4 Category groupings.

*-Does not include Fair Authority, Community-Based Corrections, or Regents employees.*

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Collective Bargaining Coverage by Gender

	FY 97		FY 98		FY 99		FY 00	
	Female	Male	Female	Male	Female	Male	Female	Male
AFSCME	6,002	6,112	6,038	6,300	6,213	6,593	6,444	6,745
IUP	1,543	783	1,545	791	1,612	783	1,687	797
SPOC	45	613	42	613	43	616	45	619
EXEMPT	675	377	686	375	721	371	751	383
SUPERVISORY	668	1,217	699	1,222	735	1,239	785	1,290
UNREPRESENTED	183	422	208	439	241	450	256	444
SUBTOTALS	9,116	9,524	9,218	9,740	9,565	10,052	9,968	10,278
GRAND TOTALS	18,640		18,958		19,617		20,246	

	FY 01		FY 02		FY 03		FY 04	
	Female	Male	Female	Male	Female	Male	Female	Male
AFSCME	6,458	6,744	6,048	6,303	5,987	6,399	6,119	6,496
IUP	1,720	814	1,643	797	1,641	789	1,714	795
SPOC	39	603	42	604	40	579	38	529
EXEMPT	736	403	675	351	671	351	631	319
SUPERVISORY	824	1,301	726	1,090	736	1,072	748	1,083
UNREPRESENTED	264	453	253	421	272	440	276	450
SUBTOTALS	10,041	10,318	9,387	9,566	9,347	9,630	9,526	9,672
GRAND TOTALS	20,359		18,953		18,977		19,198	

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

Exempt - Exempt from collective bargaining.

Supervisory - Exempt from collective bargaining.

Unrepresented - Eligible for collective bargaining, but currently not organized.

*-Does not include Fair Authority, Community-Based Corrections, or Regents employees.*

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Collective Bargaining Coverage by Minority Status

	FY 97			FY 98			FY 99			FY 00		
	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond
AFSCME	11,558	701	55	11,566	680	92	11,998	669	317	12,343	688	158
IUP	1,979	137	10	2,194	128	14	2,255	128	62	2,341	128	15
SPOC	641	16	1	637	17	1	640	18	6	644	19	1
EXEMPT	1,000	41	11	1,000	43	18	1,031	42	22	1,071	44	19
SUPERVISORY	1,839	45	1	1,873	43	5	1,914	48	18	1,999	63	13
UNREPRESENTED	537	59	9	571	63	13	600	65	9	601	72	27
<b>SUBTOTALS</b>	<b>17,554</b>	<b>999</b>	<b>87</b>	<b>17,841</b>	<b>974</b>	<b>143</b>	<b>18,438</b>	<b>970</b>	<b>434</b>	<b>18,999</b>	<b>1,014</b>	<b>233</b>
<b>GRAND TOTALS</b>	<b>18,640</b>			<b>18,958</b>			<b>19,617</b>			<b>20,246</b>		

	FY 01			FY 02			FY 03			FY 04		
	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond
AFSCME	12,363	690	149	11,550	654	147	11,578	668	140	11,814	666	135
IUP	2,391	129	14	2,306	119	15	2,287	125	18	2,360	129	20
SPOC	622	19	1	623	22	1	596	22	1	546	20	1
EXEMPT	1,074	49	16	969	41	16	966	39	17	896	35	19
SUPERVISORY	2,045	66	14	1,744	58	14	1,738	59	11	1,762	56	13
UNREPRESENTED	620	69	28	590	63	21	626	65	21	633	70	23
<b>SUBTOTALS</b>	<b>19,115</b>	<b>1,022</b>	<b>222</b>	<b>17,782</b>	<b>957</b>	<b>214</b>	<b>17,791</b>	<b>978</b>	<b>208</b>	<b>18,011</b>	<b>976</b>	<b>211</b>
<b>GRAND TOTALS</b>	<b>20,359</b>			<b>18,953</b>			<b>18,977</b>			<b>19,198</b>		

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

Exempt - Exempt from collective bargaining.

Supervisory - Exempt from collective bargaining.

Unrepresented - Eligible for collective bargaining, but currently not organized.

**NOTE:** Minority Status based on self-report during orientation of new employees. Reporting not required.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.



## Average Annual Base Salary by Collective Bargaining Coverage

	FY 97		FY 98		FY 99		FY 00	
	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary
AFSCME	12,114	\$29,645	12,338	\$30,622	12,806	\$31,532	13,189	\$32,485
IUP	2,326	\$32,927	2,336	\$34,211	2,395	\$35,533	2,484	\$36,575
SPOC	658	\$36,876	655	\$38,168	659	\$39,280	664	\$40,378
EXEMPT	1,052	\$41,036	1,061	\$42,660	1,092	\$44,095	1,134	\$45,178
SUPERVISORY	1,885	\$49,979	1,921	\$51,865	1,974	\$53,382	2,075	\$55,092
UNREPRESENTED	605	\$47,274	647	\$48,849	691	\$50,459	700	\$52,689
GRAND TOTALS	18,640	\$33,596	18,958	\$34,773	19,617	\$35,846	20,246	\$36,972

	FY 01		FY 02		FY 03		FY 04	
	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary
AFSCME	13,202	\$34,528	12,351	\$36,373	12,386	\$38,622	12,615	\$40,734
IUP	2,534	\$38,264	2,440	\$39,931	2,430	\$41,297	2,509	\$42,263
SPOC	642	\$42,762	646	\$45,299	619	\$48,396	567	\$49,698
EXEMPT	1,139	\$47,411	1,026	\$50,638	1,022	\$52,819	950	\$55,743
SUPERVISORY	2,125	\$57,341	1,816	\$61,707	1,808	\$65,000	1,831	\$67,771
UNREPRESENTED	717	\$55,446	674	\$59,675	712	\$62,999	726	\$66,183
GRAND TOTALS	20,359	\$39,091	18,953	\$41,164	18,977	\$43,476	19,198	\$45,482

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care bargaining units.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

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Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Separations by Collective Bargaining Coverage

Bargaining Coverage	FY 97			FY 98			FY 99			FY 00		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
AFSCME	314	227	364	276	220	446	244	221	472	262	252	469
IUP	39	28	84	31	18	110	29	20	96	22	24	77
SPOC	10	2	9	18	1	10	18	0	4	8	0	6
EXEMPT	15	7	62	18	9	78	19	9	94	19	9	98
SUPERVISORY	86	19	28	69	8	28	82	9	60	49	12	40
UNREPRESENTED	23	3	24	15	3	20	12	1	21	23	6	31
TOTALS	487	286	571	427	259	692	404	260	747	383	303	721

Bargaining Coverage	FY 01			FY 02			FY 03			FY 04		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
AFSCME	241	232	523	163	350	488	122	252	363	139	182	298
IUP	43	20	103	44	45	135	40	28	67	23	26	55
SPOC	17	4	5	11	5	9	9	3	16	18	5	13
EXEMPT	27	6	88	9	17	77	4	12	38	7	5	39
SUPERVISORY	60	11	39	38	17	48	22	16	30	30	13	19
UNREPRESENTED	14	3	39	7	9	36	5	5	17	10	4	21
TOTALS	402	276	797	272	443	793	202	316	531	227	235	445

Retires - Retirements

Terms - Involuntary Separations

Quits - Voluntary Separations

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care bargaining units.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

Exempt - Exempt from collective bargaining.

Supervisory - Exempt from collective bargaining.

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-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Average Age & Length of Service (LOS) by Collective Bargaining Coverage, Fiscal Year 2004

State Government	Number of Staff	Avg. LOS	Avg Age
<b>AFSCME</b>			
Clerical	1,823	13.39	48.49
Technical	3,604	14.34	45.72
Blue Collar	2,237	13.67	48.07
Fiscal & Staff	2,029	14.79	47.35
Fiscal & Staff (Field Status)	339	14.87	50.40
Security	2,064	10.62	42.80
Patient Care	519	11.20	46.03
<b>Totals</b>	<b>12,615</b>	<b>13.43</b>	<b>46.46</b>
<b>UE/IUP</b>			
Social Services	1,398	11.91	43.60
Science	442	13.17	44.91
Social Services-IMW	669	15.64	46.84
<b>Totals</b>	<b>2,509</b>	<b>13.12</b>	<b>44.70</b>
<b>SPOC</b>			
Public Safety	567	13.72	38.81
<b>NONCONTRACT</b>			
Exempt	950	13.54	46.08
Supervisory	1,831	19.51	49.83
Unrepresented	726	11.92	47.61
<b>Totals</b>	<b>3,507</b>	<b>16.32</b>	<b>48.35</b>
<b>GRAND TOTAL</b>	<b>19,198</b>	<b>14.01</b>	<b>46.27</b>

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care bargaining units.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

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*-Does not include Fair Authority, Community-Based Corrections, or Regents employees.*

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

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<b>Human Services -</b>	Central Office (401) Community Services (402) Iowa Juvenile Home (404) -Toledo State Training School (405) -Eldora Mental Health Services (406) – Oakdale Mental Health Institution (407) –Cherokee Mental Health Institution (408) -Clarinda Mental Health Institution (409) -Independence Mental Health Institution (410) -Mt. Pleasant Resource Center (411) -Glenwood Resource Center (412) -Woodward Central Office (413)
<b>Inspections &amp; Appeals -</b>	Central Office (427) Appellate Defender (428) Racing and Gaming (429)
<b>Iowa Communications Network (336)</b> <b>Iowa Public Television (285)</b>	
<b>Justice -</b>	Attorney General's Office (112) Highway Safety (113)
<b>Law Enforcement Academy (467)</b>	
<b>Management -</b>	Management (532) State & Federal Relations (640)
<b>Natural Resources (542)</b> <b>Parole (547)</b> <b>IPERS (553)</b>	
<b>Public Defense -</b>	Public Defense (582) Emergency Management (583)
<b>Public Employment Relations (572)</b> <b>Public Health (588)</b> <b>Public Safety (595)</b>	
<b>Revenue (625)</b> <b>Lottery (627)</b>	
<b>Secretary of State (635)</b> <b>Transportation (645)</b> <b>Treasurer (655)</b> <b>Veteran's Affairs (671)</b> <b>Workforce Development (309)</b>	

**NOTE:** Numbers listed adjacent to agency listings correspond to codes used in the budgeting and human resource system to identify distinct departmental and sub-departmental units.